

HEARING TO CONSIDER THE PRESIDENT'S
NOMINATION OF JERE W. GLOVER TO BE
THE CHIEF COUNSEL FOR ADVOCACY, U.S.
SMALL BUSINESS ADMINISTRATION

Y 4. SM 1/2: S. HRG. 103-750

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COMMITTEE ON SMALL BUSINESS
UNITED STATES SENATE

ONE HUNDRED THIRD CONGRESS

FIRST SESSION

ON

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GLOVER TO BE THE CHIEF COUNSEL FOR ADVOCACY, U.S. SMALL
BUSINESS ADMINISTRATION

TUESDAY, APRIL 12, 1994



Printed for the Committee on Small Business

U.S. GOVERNMENT PRINTING OFFICE

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HEARING TO CONSIDER THE PRESIDENT'S NOMINATION OF JERE W. GLOVER TO BE THE CHIEF COUNSEL FOR ADVOCACY, U.S. SMALL BUSINESS ADMINISTRATION

TUESDAY, APRIL 12, 1994

U.S. SENATE,
COMMITTEE ON SMALL BUSINESS,
Washington, DC.

The committee met, pursuant to notice, at 2:35 p.m. in room SR-428A, Russell Senate Office Building, Hon. Paul Wellstone, acting chairman of the committee, presiding.

OPENING STATEMENT OF HON. PAUL D. WELLSTONE, A U.S. SENATOR FROM THE STATE OF MINNESOTA

Senator WELLSTONE [presiding]. Why do we not bring the hearing to order. Today we are going to be dealing with the very important nomination of Jere Glover to be the Chief Counsel for Advocacy, at the Small Business Administration. I ask that my opening statement be included in the record.

[The prepared statement of Senator Wellstone follows:]

OPENING STATEMENT BY HON. PAUL D. WELLSTONE, A U.S. SENATOR FROM THE STATE OF MINNESOTA

Mr. Chairman. I would like to welcome Mr. Glover before the committee today, as well as those members of his family who are here. Thank you all for coming. I thank Jere also for his visit to my office for an introductory meeting last month.

I am pleased that the President has nominated such a qualified candidate for the position of Chief Counsel for Advocacy. As I said at our earlier meeting, Jere, I look forward to working with you. The role of Chief Counsel is an important one, and I am confident that you can fulfill the position's promise.

The assignment is to represent the views and interests of small businesses vigorously whenever those interests are affected by federal policy. I think the Chief Counsel needs to work closely with this committee to make sure that federal programs are user-friendly for small businesses.

I hope to cooperate with Mr. Glover to see that the concerns of Minnesota businesses are understood, and to ensure that the kind of research and information that his office provides is effectively transmitted to people in my State. As chairman of this committee's Subcommittee on Rural Economy and Family Farming, I will also do my best to ensure that the concerns of rural small businesses are fully considered as part of the Office of Advocacy's agenda.

Finally, although we do expect communication and cooperation between the Agency and this committee, we also expect the Chief Counsel to operate in an independent manner. We expect Mr. Glover to serve the interests of this country's small business sector above all. That is why Congress created this position and gave it a certain amount of autonomy.

Mr. Glover, thank you for being here.

Senator WELLSTONE. I know that Senator Pressler has to leave soon. I see Senator Sarbanes. Senator Pressler, did you want to very briefly make a statement and leave, and then we can go to Senator Sarbanes. Senator Sarbanes, with your patience.

Senator SARBANES. Certainly. He is a member of the committee; I am just here as a guest.

Senator PRESSLER. I am going to yield right away, do not worry. We have just got a few minutes here.

STATEMENT OF HON. LARRY PRESSLER, A U.S. SENATOR FROM THE STATE OF SOUTH DAKOTA

I thank you very much for calling this meeting to order. On our side of the aisle, we do have several questions that one or two senators who could not be here today would like answered; so, therefore, I am going to have to request that there not be a vote today. And I will try to see the chairman on the Senate floor during the next vote.

First of all, I welcome Mr. Glover here this afternoon and apologize for the unfortunate scheduling conflict I find myself in today. There is a meeting of the Foreign Relations Committee and, in particular, there is one with the Ambassador to the U.N. for Management and Reform that I have committed to question and they are holding the hearing in part at my request, so I have to go there after the vote on the floor.

But I do have several questions involving activities in the private sector, activities as nominee and advocacy management and so forth that I must ask be answered on the record in addition to the questions that have already been asked. Mr. Coverdell has five questions on subjects he would like to see in-depth responses to.

I do not know if we could have gotten a quorum today anyway, but we would like to hold the hearing, obviously. But may I submit all these questions for the record if I do not get back to ask them? I ask unanimous consent that we place Senator Coverdell's and Senator Pressler's questions into the record to be answered. And if we get these by tomorrow, that would be very helpful. And I will work very hard to help get a quorum.

Senator WELLSTONE. Without objection.

[The prepared statement of Senator Pressler follows:]

PREPARED STATEMENT OF HON. LARRY PRESSLER, A U.S. SENATOR FROM THE STATE OF SOUTH DAKOTA

I would like to thank Chairman Bumpers for holding today's confirmation hearing on Jere Glover for the position of Chief Counsel for Advocacy at the U.S. Small Business Administration.

I also want to welcome Jere Glover to the committee this afternoon. I have known Jere for a number of years and have worked with him in his capacity as a counsel on the House Small Business Committee and in President Carter's Small Business Administration. Since leaving the Government in 1981, I know he has been in the private practice of law, devoting a great deal of attention to the representation of small businesses and their associations. In addition, it appears he has been quite busy with a number of business ventures related to the health industry. If confirmed, Mr. Glover will face a difficult and challenging task.

The Office of Advocacy is unique within the Federal Government. In 1976, Congress created the Office of Advocacy within the Small Business Administration to be the independent voice of the small business community on Capitol Hill and before the Executive branch. The Chief Counsel for Advocacy is the Government's principal advocate of small business. The office was created to promote the position of small business with federal agencies. It also is charged with the responsibility

of evaluating the impact of small business legislative proposals and other public policy issues. Advocacy makes recommendations to federal agencies for appropriate adjustments to laws, programs and regulations needed to meet the needs of small businesses.

The Chief Counsel for Advocacy testifies before Congress on behalf of America's more than 20 million small businesses—not on behalf of the administration. Furthermore, the Chief Counsel frequently comments on the effect of proposed and final rules on small businesses. As a consequence, it is not uncommon for the Chief Counsel to publicly oppose the administration on issues that affect the small business community.

However, the Chief Counsel's independence is tempered by two facts: (1) Advocacy's budget is controlled by the Administrator; and (2) the Chief Counsel serves at the pleasure of the President. Therefore, the Chief Counsel's position requires tempered aggressiveness, integrity, and political acumen. However, most SBA administrators would prefer a political puppet instead of a maverick Chief Counsel. As a consequence, the Chief Counsel's position remained vacant for most of the Bush Administration and currently is vacant.

To be effective and to properly fulfill its mandate, the office needs to be independent from both the SBA administrator and the administration generally. I am greatly concerned this has not been the case.

For instance, there is ample evidence that the SBA Office of Advocacy recently played a significant role—with the cosponsorship of the Department of Commerce—in the development of a slick, multi-color brochure advocating the President's health care reform proposal. In addition, that office was directed by the SBA administrator to participate in the development of a computer model to calculate the estimated costs to small businesses of the President's health care plan. Small businesses were to access this information through a "1-800" telephone number. After extensive testing, this expensive operation was scrapped.

There are ample examples of other activities within the Office of Advocacy that cause me significant concern. My purpose in making these remarks today is simply to put Mr. Glover, the Office of Advocacy and my colleagues on this committee on notice that I intend to continue my efforts to study the activities of the Office of Advocacy and will be looking for appropriate ways in which to ensure that "Advocacy" means advocating the position of small business and not the Administrator or President—the very reason the position was created in the first place.

To the nominee, I simply would say, Mr. Glover, the small business community needs someone who is willing to stand up to the administration on such issues as health care reform and excessive government regulation and paperwork requirements. I hope you are willing to accept this most difficult challenge and look forward to working with you in the months to come.

Mr. Chairman, thank you again for calling this hearing. I have a number of questions, many of which I will submit for the record.

Senator WELLSTONE. I do not know exactly what the disconnect was in terms of logistics but, obviously, we want to move forward with this nomination. It is a very important position, so the sooner the questions are submitted, the sooner we will get them answered. We need to move forward to get this nomination out of committee.

Senator PRESSLER. But I think that is reasonable, a day, for people to get their questions answered at least.

Senator WELLSTONE. Without objection. I thank the Senator from South Dakota.

I would like to thank Senator Sarbanes for being here today. Again, just speaking for myself, I think this Chief Counsel position is the voice for small businesses. I think there could not be a more important position and I am very anxious to move forward and I am glad you are here, Senator Sarbanes.

STATEMENT OF HON. PAUL S. SARBANES, A U.S. SENATOR FROM THE STATE OF MARYLAND

Senator SARBANES. Thank you very much, Mr. Chairman. I am delighted to be here today to present to the committee and very strongly urge the committee's favorable consideration of Jere Glover.

er for the significant position of Chief Counsel for Advocacy at the Small Business Administration. This is but another example, I think, of the fine leadership that Erskine Bowles is exercising as Administrator at SBA and another example of the fine team that he is putting together there.

Jere Glover was born in Tennessee and educated in Tennessee, a graduate of Memphis State University and then the Memphis State University School of Law, with a Master's degree subsequently from George Washington University in administrative law and economic regulation.

He has had a distinguished career previously in the Federal Government and then in the private sector. He was an Antitrust Attorney for the Federal Trade Commission from 1969 to 1975, then Director of the Legal Division at the Consumer Product Safety Commission from 1975 to 1977. He then went to the House Small Business Committee where he was Counsel to their Antitrust and Trade Regulation Subcommittee and did very fine work on the House side, as I understand it.

And he has previously been in the SBA. He was the Deputy Chief Counsel in the Office of Counsel for Advocacy from 1978 to 1981, so he is thoroughly familiar with the responsibilities of the office and, in fact, in a previous tour of duty, carried many of them out with great dispatch and great efficiency.

He knows the responsibilities of the Office of Chief Counsel for Advocacy and the importance of representing the small business point of view in dealing with other Federal agencies and in dealing with small business owners, the importance of responding to the problems they confront with Federal regulatory requirements, the importance of developing legislation that is of assistance to the small business sector, which is, after all, one of the really very dynamic components of our economy.

After 1981, he went into the private sector and was engaged in a number of different businesses. He was also an attorney in private practice and represented a number of small business clients and trade associations before State and Federal agencies and regulatory bodies.

I, for one, am very pleased to see him being drawn back into the Federal service. I think he will be an outstanding advocate for small business through the Federal Government and, more broadly, in our society, and I am pleased to come today to highly recommend him to you and to urge your favorable action on his nomination. Thank you very much.

Senator WELLSTONE. The committee thanks you, Senator Sarbanes. Thank you for your very strong recommendation.

I do not see Senator Sasser here, and I think what we will do is move forward with the administrator, if we could, the Honorable Erskine Bowles. Thank you very much for being with us.

STATEMENT OF ERSKINE BOWLES, ADMINISTRATOR, U.S. SMALL BUSINESS ADMINISTRATION

Mr. BOWLES. Thank you, Mr. Chairman, and thank you, Senator Pressler. I am indeed very proud to speak on behalf of my friend, Jere Glover, to assume what I consider to be clearly one of the

most critical posts as it relates to small business, and that is of Chief Counsel for Advocacy at the SBA.

I think every day that I have been at the SBA I have grown to appreciate the critical nature of this important position more and more. As you all are well aware, the President set four goals for me at the SBA, and you all have heard me go over these any number of times. But those four goals revolve around trying to do something to make the SBA a more efficient, more effective, more user-friendly operation; trying to attack the shortage of capital for small business; trying to attack those government regulations that have a disproportionately adverse effect on small businesses; and, lastly, serving as the eyes and the ears of the President in the small business community.

Clearly, Jere Glover can play an immensely important role in two of those; that is, in attacking government regulations that really do inhibit the growth and productivity of small businesses, and serving as the President's eyes and ears in the small business community.

In addition, with the White House Conference for Small Business coming up in the very near future, having Jere Glover come on with his experience in prior conferences will be enormously beneficial for us.

I think Jere brings some real assets to this job that he uniquely has and which I think will serve as a real benefit to our small business customers. First of all, Jere is a businessman. He has spent a big portion of his career in the business world. He has met a payroll and he understands the needs of small businesses. And I think having someone who has a business background in this role is of critical importance.

Second, Jere understands the SBA and he understands the role of Chief Counsel for Advocacy, having spent a portion of his career as Deputy Chief Counsel under the real godfather of that program, Milt Stewart, so he understands the inter-relationship of the role of Chief Counsel with the Administrator. I think that will be enormously beneficial to both of us as well as our small business customers.

Jere also understands the inner workings of Congress having served on the staff of the House Small Business Committee, and I think that will be enormously beneficial to us. Lastly, he has worked in prior White House conferences on small businesses and, again, that will really enable us to do a far better job for our small business customers due to that experience.

For these reasons, I am truly proud to come before you and recommend Jere wholeheartedly to you to serve in the position of Chief Counsel for Advocacy for SBA.

Senator WELLSTONE. Thank you very much, Mr. Bowles, for another strong recommendation. And I would also like to thank you for your work. I think your leadership has been quite marvelous and much appreciated.

I wonder, Mr. Glover, whether before we start with your testimony you would be kind enough to recognize any members of your family that might be here with you.

Mr. GLOVER. I am delighted. With me is my wife, Doris; my parents; my secretary, Bebe Morris; my Aunt Reba; my sister-in-law and niece; and my brother, Dr. Lloyd Glover.

Senator WELLSTONE. No wonder you have done so well. You have had a lot of support.

Mr. GLOVER. Thank you.

Senator WELLSTONE. I thank all of you for being here today.

STATEMENT OF JERE W. GLOVER, CHIEF COUNSEL FOR ADVOCACY, U.S. SMALL BUSINESS ADMINISTRATION, DESIGNATE

Mr. GLOVER. Thank you, Senator Wellstone, and thank you, Senator Pressler. It is an honor and a privilege to be here today. I would like to thank the President for nominating me, and Senator Sarbanes for his kind words.

I grew up in a family-owned business. I started farming at age 12 on my grandparents' farm in Tennessee raising corn and hogs. My father is a commercial photographer and my mother is the office manager and I started working in the photography business at age 14.

After graduating from law school, I worked as subcommittee counsel to the House Small Business Committee, and I also worked for three Federal agencies: the Federal Trade Commission, the Consumer Product Safety Commission and the Small Business Administration.

When I left the Government in 1981, I opened my law practice representing primarily small businesses and trade associations. I have also been a principal and director of a number of small businesses including a bus company, a real estate partnership, an energy consulting company, three magnetic resonance imaging centers, a used medical equipment company and even a sailboat manufacturing company.

I have also served as chief executive officer for a biotech company, a medical device company and a lithotripsy [kidney stone-breaking machine] company. I have a graduate law degree in administrative law and economic regulations from George Washington University.

I believe that my business and government activities and experience are relevant to the Office of Chief Counsel. I believe that being a businessman, I will be better able to understand the concerns and interests of the small business men and women. I also believe that having experience in the law and with Government agencies, I will be better able to address those needs and communicate those effectively to the Government agencies that we deal with.

The Office of Chief Counsel is familiar to me, having served as the Deputy under President Carter. This was a very productive time for small business. In addition to the first White House Conference, we also saw major small business legislation passed, including the Equal Access to Justice Act, the Regulatory Flexibility Act, the Paperwork Reduction Act and the Small Business Innovation Research Act.

Why was this period so productive? Well, I believe a number of issues came together. First, the small business community was united and worked together. Second, we had 30,000 members and

united and worked together. Second, we had 30,000 members and attendees at the White House Conference who came together to give us a vision of what small business needed and wanted. And I think an additional factor was that the small business community and the Office of Advocacy worked together in a thoroughly bipartisan manner with Congress.

One of the things we did not have in the Office of Advocacy at that time was direct access to the President. Let me stop and let the senator speak.

Senator WELLSTONE. If that is OK with you, Mr. Glover. Senator Sasser has come in and I know that he is anxious to give you his recommendation and the committee certainly would appreciate it. One of the reasons that this may work out is that we have a vote coming up as well.

STATEMENT OF HON. JIM SASSER, A U.S. SENATOR FROM THE STATE OF TENNESSEE

Senator SASSER. Thank you, Mr. Chairman. I wanted to appear here today to express my strong support for the nomination of Jere Glover to be Chief Counsel for Advocacy at the Small Business Administration. I apologize for being tardy. As a matter of fact, I was over with Senator Bumpers, the chairman of the committee, and I was not aware that the committee was in session. But thank you very much for letting me interrupt here and just say a word.

Senator WELLSTONE. Excuse me, Senator Sasser. You may want to call Senator Bumpers and tell him we are making a lot of decisions here.

[Laughter.]

Senator SASSER. I would like to say to you that Jere Glover originally comes from the thriving metropolis of Ridgely, TN, which is a small town in the western part of our State, and he received his undergraduate and law degrees from Memphis State University where he won a number of academic awards. I am sure it has already been alluded to here that he has had extensive experience in government, in the law and also in business, that suits him well for what I consider to be a very important post, that of Chief Counsel for Advocacy.

I had some contact with Mr. Glover when he was with the Small Business Administration during the administration of President Jimmy Carter, and he did an admirable job in the position that he was in at that time and became a champion of small business people all across the country through his work as Deputy Chief Counsel for Advocacy at SBA.

I will not belabor the point, and I do have an extensive statement which I would ask be included in the record, Mr. Chairman. I just want to say that I strongly support Mr. Glover based on his character, based on his ability, based on his experience and education and, equally as important, based on his performance with the Small Business Administration during the late seventies.

I thank you for letting me appear here and make a statement.

[The prepared statement of Senator Sasser follows:]

PREPARED STATEMENT OF HON. JIM SASSER, A U.S. SENATOR FROM THE STATE OF
TENNESSEE

Mr. Chairman, I am pleased to appear here today to introduce Mr. Jere Glover and to express my strong support for his nomination to be the Chief Counsel for Advocacy at the Small Business Administration.

Jere Glover hails originally from Ridgely, TN. He received his undergraduate and law degrees from Memphis State University, where he won numerous academic awards.

Mr. Glover has extensive experience in government, law and business which suits him well for the important post of Chief Counsel for Advocacy. During the Carter Administration, he culminated 12 years of service in the Federal Government by spending 3 years as Deputy Chief Counsel for Advocacy for the SBA. Mr. Glover served ably in that post and gained experience that will be invaluable to him as Chief Counsel for Advocacy.

After leaving the Deputy Chief Counsel job in 1981, Mr. Glover entered private law practice. He has specialized in representing small business clients and trade associations before various State and Federal agencies and regulatory bodies. He has also started a number of businesses, and he remains chairman and CEO of a medical equipment company and a biotechnology company.

During his prior service in the Chief Counsel's office, Mr. Glover worked closely with Congress on the passage of the Equal Access to Justice Act, the University Patent Act, the Small Business Innovation and Research Act and the Regulatory Flexibility Act. His work on and dedication to the principles of this last bill actually earned him the nickname of "Mr. Reg Flex" in many small business circles.

Mr. Chairman, small business is the backbone of our Nation's economy. The Federal Government must pursue policies that foster its growth. The men and women who help develop those policies at the Small Business Administration must understand how small businesses work . . . they must understand how important small business is to our Nation's future.

Jere Glover is a small businessman. Jere Glover has worked for years on behalf of other small business people. I believe strongly that Jere Glover has the experience and expertise to represent the special needs of our small business community in the position of Chief Counsel for Advocacy. I commend his nomination to you and urge you to report it favorably to the full Senate.

Senator WELLSTONE. Thank you, Senator Sasser. Thank you for a very strong recommendation.

Mr. Glover, I wonder whether with your patience and the patience of everyone here we might take a temporary recess. We have a vote on the Senate floor, and I know that Senator Bumpers will be here, but we are going to have to vote and we will just go into temporary recess. Thank you.

[Recess.]

The CHAIRMAN [presiding]. I understand that Senator Wellstone has already opened the hearing, for which I am grateful, and Senators Sasser and Sarbanes have already spoken. Is that correct?

Mr. GLOVER. Yes, sir.

The CHAIRMAN. Mr. Glover, just go right ahead with your opening statement. You had not gotten to that point, yet, Mr. Glover; had you?

Mr. GLOVER. Well, I had started when Senator Sasser came in.

The CHAIRMAN. If you will, pick up where you left off.

Mr. GLOVER. All right, sir.

The CHAIRMAN. You have introduced your family?

Mr. GLOVER. Yes, I have. Small business is very important to the economy. We all know that small business produces more than 50 percent of the gross domestic product. We also know that small business created virtually all of the new jobs since 1969, and that it creates over half of all innovations. Why then has small business fared so poorly in Washington?

I think when we look at the number of lobbyists in Washington, between 10,000 and 90,000, and we see that far less than 100 of those represent small business, it is easy to understand the situation. We look at the situation where only one small business association, NFIB, even has a full-time economist. All of these other lobbyists basically work for big business, big labor, and other special interest groups.

Congress recognized that small business was under-represented. They recognized that small business needed to have better information presented to agencies and Congress so that the agencies and Congress could make more informed decisions. Congress in its wisdom established the Office of Advocacy in 1976, gave it a variety of functions: to serve first as the eyes and ears of small business so that they could hear what was going on and communicate those ideas to the Congress and to Federal agencies. Second, to do research and collect economic data and information so that the agencies would have better information so that they could make better informed decisions. And I think, finally, to advise and report directly to the President and Congress on legislative and non-legislative issues affecting small business.

This office, more than any other, was given the obligation and duty to help reduce the regulatory burden imposed on small business. Since the office was created, its duties and responsibilities have been expanded through the Regulatory Flexibility Act and, recently, in establishing the White House Conference on Small Business by giving it certain issue responsibility in that situation.

I think the wisdom of Congress in establishing the Office of Advocacy is even more true today than in 1976. Certainly, the problems are larger and bigger that face small business today than before.

When Erskine Bowles told me that the President had decided to nominate me for Chief Counsel, I asked him to make sure that his, the President's and my goals for the Office of Advocacy were the same. I provided him with four general statements concerning the Chief Counsel.

No. 1, that the President fully understand the importance of the Office of Advocacy. No. 2, that the Chief Counsel should revitalize and re-invigorate the Office of Advocacy. No. 3, that the Chief Counsel should help make this the best White House Conference ever. And, finally, that the President expects his Chief Counsel to be the best one ever, Milton Stewart, as Erskine says, the "God-father" of the Office of Advocacy, excepted.

I also wanted to make sure that Erskine and the President share my priorities for the Office of Advocacy. First, to reduce the regulatory burden on small business. Second, to help Erskine eliminate the credit crunch for small business and to serve as the eyes and ears of the President with the small business community. Next, to strengthen the Small Business Innovation Research Act and to help innovation and high-tech businesses grow.

Next, to work with the Federal Trade Commission and Department of Justice to restore the antitrust laws to help small business. Finally, to work with each agency to develop significant accomplishments to present to the White House Conference on Small Business.

Ersine has assured me that both he and the President share these common goals and priorities. Making Washington more user-friendly for small business is another key goal; 99 percent of all small businesses do not know what the Federal Register is; 99.9 percent do not know what the Commerce Business Daily is. If we do our job right, small business should not have to worry about what rules and regulations are in the Federal Register.

As the law requires and the small business community expects, if confirmed, I will be a strong, independent voice for small business within the administration and with Congress. The upcoming White House Conference is a wonderful opportunity to hear what small business has to say. It is an excellent opportunity for us to develop a legislative and regulatory agenda for small business.

If confirmed, I am looking forward to working closely with the committee. I will be happy to answer any questions.

[The prepared statement of Mr. Glover follows:]

PREPARED STATEMENT OF JERE W. GLOVER, CHIEF COUNSEL FOR ADVOCACY, U.S.
SMALL BUSINESS ADMINISTRATION, DESIGNATE

Mr. Chairman, Senator Pressler and members of the committee. It is an honor and a privilege to be here today.

I would like to thank the President for having nominated me as Chief Counsel for Advocacy. I would like to especially thank Senators Sasser and Sarbanes for their kind words.

I would like to introduce my wife, Doris, who in addition to being my best friend, has supported me throughout my career, my parents, Betty and Bill Glover, who instilled in me a sense of duty and a deep respect for family-owned businesses, my aunt, Reba Wilson, and my brother, Dr. Lloyd Glover, and his family.

I grew up in a family-owned small business. At age 12, I started farming, raising hogs and cattle on my grandparents' farm in Tennessee. My father is a commercial livestock photographer and my mother is the office manager of the business. At age 14, I began working in the business and soon started doing photography on my own.

Before discussing my government activities, I would like to discuss my business background.

When I left the Government in 1981, I opened my law practice specializing in representing small businesses and trade and nonprofit associations. I have also been a principal and director in a bus company, a real estate partnership, three magnetic resonance imaging companies, an energy consulting company, a used medical equipment import-export company and a sailboat manufacturing company.

In 1986, I co-founded and served as a director and secretary of Imagination, Ltd., a small biotech company. G&G Dispensing, Inc. is a successor, in part, to Imagination, Ltd., and is involved in MIC testing for bacteria in humans. G&G recently entered into a licensing agreement with Alamar Biosciences Corp., a California biotech company, for sales and marketing of our product.

I have been the CEO of Stacogen, Inc. (formerly Collagenix, Inc.), a biotech company engaged in a patented bone regeneration process and of Metropolitan Lithotripsy Center, Inc., a medical equipment company. This company provides lithotripsy services (kidney stone fragmentation) at Doctors Community Hospital in Lanham, MD.

Prior to entering the private sector, I worked as subcommittee counsel for the House Small Business Committee and for three Federal agencies, as a supervising trial attorney at the Federal Trade Commission, Director of the Legal Division at the Consumer Product Safety Commission and as Deputy Chief Counsel for Advocacy at SBA. I have a graduate law degree in administrative law and economic regulation from the George Washington University National Law Center in Washington, DC.

Both my business and my government background are relevant to the Chief Counsel's job. I believe my substantial small business background will help me understand the problems of small business people. I hope my government and legal background will help represent the views of small business before Government agencies.

The Office of Chief Counsel of Advocacy is familiar to me. During the Carter Administration, I had the privilege of serving as Deputy Chief Counsel under Milton Stewart. This was a very productive time for small business. The first White House

Conference was held and key small business legislation was passed during this era, including: Regulatory Flexibility Act (1980); Equal Access to Justice Act (1980); Paperwork Reduction Act (1980); and Small Business Innovation Research Act (1981).

The Office of Advocacy also spent a substantial amount of time educating the small business community and the Federal agencies about the Regulatory Flexibility Act. The Regulatory Flexibility Act, as you know, is a primary vehicle in bringing down the cost of regulation for small business.

How was so much accomplished for small business in such a short time? A number of things came together:

- (1) The small business community worked together.
- (2) Thirty thousand attendees and delegates at the 1980 White House Conference on Small Business imparted a powerful sense of vision.
- (3) The Chief Counsel for Advocacy and the small business community worked in a thoroughly bipartisan manner with Congress.

While there have been many accomplishments for small business, I call the committee's attention to this specific period because I was so closely involved.

One thing we did not have in the Office of Advocacy in those days was direct access to the President. Because Administrator Bowles and the President have a close working relationship, the small business community now has more access to the President and the Federal agencies than it has had at any time in recent history.

One of the reasons that I am so enthusiastic about this job is that I am very excited about working with Erskine Bowles. He is genuinely respected and liked by Congress, the Administration and the small business community. He has had direct personal experience in financing small businesses.

We know that small businesses produce more than 50 percent of the Gross Domestic Product, 100 percent of new jobs since 1987, and over one-half of all innovations in the U.S. Why then has small business fared so poorly in Washington?

There are, depending on the source, between 10,000 and 90,000 lobbyists in Washington. Less than 100 of them work full time on small business issues. The rest of the lobbyists work for big business, big labor and other special interest groups. Only one of the small business groups, the National Federation of Independent Business, has a full-time economist.

As the 1980 White House Conference on Small Business report stated: "The tax code, accounting principles, credit policies, procurement practices, export incentives, even business school programs, have all evolved over the years to support Big Business." Unfortunately, not much has changed.

With this as background, it is important to remember why the Office of Advocacy was originally created in 1976. The Congress felt that small business views were not adequately represented before the agencies and Congress. Furthermore, Congress and the agencies did not have adequate information to make proper decisions about small business.

All too often laws and regulations were passed that strongly impacted small business.

The Office of Advocacy was given a variety of functions by the Congress, including:

- (1) To serve as the eyes and ears of the small business community. I've been told I'll need asbestos ears because small business is not pleased with Washington. I expect that the rest of Washington will need asbestos ears as well before the White House Conference is over.
- (2) To conduct research, evaluation and assessment so Congress and the agencies can make more informed decisions about small business policy.
- (3) To advise and report directly to Congress, the President and the agencies on legislative and non-legislative proposals; to promote and foster small business and to help eliminate excessive or unnecessary regulations impacting small business.

(A function summary of Advocacy's duties prepared by Milton Stewart for his confirmation is attached.)

In addition, the Regulatory Flexibility Act grants the Office of Advocacy the right to intervene in agency and judicial proceedings and the duty to monitor compliance with the Act, and the legislation establishing the White House Conference on Small Business gives Advocacy certain responsibilities concerning issues for the Conference.

The wisdom of Congress in creating the Office of Advocacy 18 years ago is more obvious than ever. The need for the office is more urgent than ever.

When Erskine Bowles told me the President had decided to nominate me as Chief Counsel, I asked him to make sure his and the President's goals for the Chief Coun-

sel were the same as mine. I provided him with four general statements concerning the Chief Counsel:

- (1) That the President fully understands the importance of the job of Chief Counsel.
- (2) That the Chief Counsel should revitalize and reinvigorate the Office of Advocacy.
- (3) That the Chief Counsel help make this the best White House Conference ever.
- (4) That the President expects his Chief Counsel to be the best Chief Counsel ever.

I also wanted to make sure that Erskine, the President and I shared common priorities for the Office of Advocacy, including:

- (1) Reduce the regulatory burden on small business by
 - (a) Enforcing and strengthening the Regulatory Flexibility Act;
 - (b) Helping to implement the National Performance Review recommendations as they apply to small business and especially as to the credit crunch and Regulatory Flexibility Act; and
 - (c) Aggressively representing the views and interests of small business before Federal and State agencies.
- (2) Work with Erskine Bowles to serve as the President's eyes and ears to the small business community.
- (3) Help Erskine Bowles eliminate the credit crunch for small business.
- (4) Strengthen the Small Business Innovation and Research Act and help innovation and new high tech companies grow.
- (5) Work with the Federal Trade Commission and Department of Justice to restore a sound antitrust policy toward small business.
- (6) Work with each Federal agency and department to develop significant small business accomplishments to present to the White House Conference.

Erskine Bowles has assured me that both he and the President share these goals and priorities.

Making Washington more user-friendly for small business is also a key goal. Ninety-nine percent of small businesses do not know what the Federal Register is and have never seen it. 99.9 percent of small businesses don't know what the Commerce Business Daily is and haven't seen a copy of it. We have to make the Government more user-friendly.

If we all do our job right, small business shouldn't have to worry about the rules and regulations in the Federal Register.

As the small business community and Congress expect, and the law requires, if confirmed, I intend to be a strong independent voice for small business. Because of the President's strong commitment to small business, I believe I can be a strong and effective advocate for small business within the Administration.

The White House Conference offers a wonderful opportunity to meet with and hear what small business owners are saying when they get together. The White House Conference also offers an excellent opportunity to develop a new legislative and regulatory agenda for small business.

My hope for the Office of Advocacy is that when you go back to visit your small business constituents you won't hear as many stories about unnecessary regulations and problems that haven't been resolved. Hopefully, someday some of your constituents will say they met someone from the Office of Advocacy who really was there to help and actually did help.

If you have any questions, I will be happy to answer them.

[The nomination reference by President William J. Clinton follows:]

NOMINATION REFERENCE

As in executive session,
Senate of the United States,

March 2, 1994

Ordered, that the following nomination be referred to
the Committee on Small Business:

(See attached--PN1177)

PNH 77

The White House,

MAR - 2 1994

19

*To the**Senate of the United States.**I nominate*

Jere Walton Glover, of Maryland, to

be Chief Counsel for Advocacy, Small Business Administration,

vice Thomas P. Kerester, resigned.

PN1177

NOMINATION REFERENCE AND REPORT

AS IN EXECUTIVE SESSION,
SENATE OF THE UNITED STATES,
March 2, 1994.

Ordered, that the following nomination be referred to the Committee on Small Business:

Jere Walton Glover, of Maryland, to be Chief Counsel for Advocacy, Small Business Administration, vice Thomas P. Kerester, resigned.

May 3, 1994.

Reported by Mr. Bumpers, with the
recommendation that the nomination be confirmed.

The above nomination was approved subject to the nominee's commitment to respond to requests to appear and testify before any duly constituted committee of the Senate.

Dale Bumpers
Chairman



U.S. SMALL BUSINESS ADMINISTRATION
WASHINGTON, D.C. 20416



MAR 9 1994

Honorable Dale Bumpers
Chairman, Senate Committee on Small Business
U.S. Senate
Washington, D.C. 20510

Dear Mr. Chairman:

Attached is the completed questionnaire, "Statement For Completion By Presidential Nominees," issued by the Senate Committee on Small Business for Jere W. Glover, the President's nominee for Chief Counsel for Advocacy at the Small Business Administration.

Mr. Glover is available at your convenience to answer any questions you may have.

Sincerely,

Kris Swedin
Assistant Administrator,
Congressional and Legislative
Affairs

UNITED STATES SENATE
COMMITTEE ON SMALL BUSINESS
STATEMENT FOR COMPLETION BY PRESIDENTIAL NOMINEES

A. BIOGRAPHICAL DATA

NAME: Glover (Last)	Jere (First)	Walton (Other)	
POSITION TO WHICH NOMINATED: Chief Counsel for Advocacy, SEA		DATE OF NOMINATION: March 2, 1994	
DATE OF BIRTH: Day 20 Month 6 Year 44		PLACE OF BIRTH: Brownsville, TN	
MARITAL STATUS: married	SOCIAL SECURITY NUMBER: 409-70-7864	FULL NAME OF SPOUSE: Doris Ann Henderson Glover	
NAME AND AGES OF CHILDREN			
Name/Age		Name/Age	
none			
EDUCATION:			
Institution	Dates Attended	Degrees Received	Dates of Degrees
Geo. Washington Univ.	1972 - 1974	LL.M.	1974
Memphis State Univ.	1966 - 1969	J.D.	1969
Memphis State Univ.	1962 - 1966	B.S.	1966
Ridgely High School	1958 - 1962	Diploma	1962
EMPLOYMENT			
List below all positions held since college, including the title and description of job, name of employer, location and dates. If it would simplify this question for you, you may attach a copy of page 3 of the SF-86 instead of listing the information below. Please clearly indicate that you have selected this, if you do, below.			
Please see attached copy of page 3 of SF-86			

BUSINESS HISTORY

I grew up in a family-owned small business. My father was a commercial livestock photographer and my mother was the office manager of the business.

In 1975 I started renting a townhouse in Laurel, MD which we had previously lived in. My brother and I started a real estate partnership for a duplex which was sold in 1990.

When I left the government in 1981, I opened my law practice specializing in representing small businesses and associations.

In 1983 I became a director and small shareholder in The Airport Connection, Inc., a bus company which provided service between BWI, National and Dulles airports.

In 1986, I co-founded and served as a director and secretary of Imagination, Ltd., a small biotech company. G&G Dispensing, Inc. (1994) is a successor, in part, to Imagination, Ltd. and is involved in MIC testing for bacteria in humans. G&G recently entered into a licensing agreement with Alamar Biosciences Corp., a California biotech company, for sales and marketing of our product.

In 1986 I acquired stock in Stacogen, Inc. (formerly Collagenix, Inc.), a biotech company engaged in bone regeneration process and became its CEO. I currently have an agreement to sell my interest to Biocoll, a Vancouver (Canada) biotech company, pending approval before the Vancouver (Canada) Stock Exchange .

In 1986 I was a co-founder of Scan America, Inc.. a company providing medical (MRI) imaging services.

In 1987 I was a co-founder of Metropolitan Lithotripsy Center, Inc., a medical equipment company. This company provides lithotripsy services (kidney stone fragmentation) services at Doctors Community Hospital in Lanham, MD.

In 1987 I founded Scan North America, Inc., which exported and imported used medical equipment. Scan North America, Inc. subsequently founded Partners in Magnetic Resonance, Inc., Bluefield, West Virginia (1987) and Imaging Center of Delaware, Milton, Delaware (1987). Both companies provided magnetic resonance imaging services in their local areas.

In 1991, I founded and became a director of Advanced Resources International, an energy consulting company.

In 1991, I was a partner in a real estate partnership, Rogers Drive Partnership, which acquired residential property and repaired (refurbished) it and subsequently sold it.

EMPLOYMENT (Continued)

MILITARY SERVICE

Describe any military service not listed above, including dates, rank and type of discharge

12/68 to 1/75, D.C. National Guard, promoted to W.O., honorable discharge

3/69 to 7/69, U.S. Army, honorable discharge, PFC

HONORS AND AWARDS

List below all scholarships, fellowships, honorary degrees, military medals, honorary society memberships and any other special recognitions for outstanding service or achievement.

Gough Foundation Scholarship

Memphis State University Academic Scholarship

Omicron Delta Kappa

Federal Trade Commission, Superior Service Award

Consumer Prod. Safety Comm'n, Certificate of Appreciation

MEMBERSHIPS

List below all memberships and offices held in professional, fraternal, business, scholarly, civic, charitable and other organizations.

Organization	Dates	Office Held (if any)
Please see attached		

GOVERNMENT EXPERIENCE

List any experience in or direct association with Federal, State or Local governments, including any advisory, consultative, honorary, or other part-time service or positions.

U.S.D.A., Law Clerk

FTC, Trial Attorney

Consumer Prod. Safety Comm'n, Director, Legal Division

U.S. House of Representatives Small Business Committee, Subcommittee Counsel

S.B.A., Deputy Chief Counsel for Advocacy

U.S. Metric Board, Consultant

POLITICAL AFFILIATIONS AND ACTIVITIES

List all memberships and offices held in or financial contributions and services rendered to all political parties or election committees during the past 10 years.

please see attached

B. FUTURE EMPLOYMENT RELATIONSHIPS

1. What are your intentions regarding connections with your present employer, business firm, association or organization if you are confirmed by the Senate.

Please see attached

2. Do you have any plans after completing government service to resume employment, affiliation or practice with your current or any previous employer, business firm, association or organization?

No.

3. Has anyone made a commitment to employ your services in any capacity after you leave government services?

No.

4. If confirmed, will you serve your full term of office?

Yes, provided the President so desires.

C. FINANCIAL DATA

1. Attach a copy of your Executive Personnel Financial Disclosure Report (SF-278).
2. List sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services and firm memberships or from former employers, clients and customers. Amounts should be indicated by the categories established for reporting income on Form SF-278, Schedule A.
Please see attached
3. List sources and amounts of all items of value received during each of the past 5 years (including, but not limited to, salaries, wages, fees, dividends, capital gains or losses, interest, gifts, rents, royalties, patents and honoraria of yourself, your spouse and other immediate members of your household. (In lieu of the above, you may submit copies of your Federal income tax returns for these years.)
Please see attached tax returns.
4. Have you declared bankruptcy? If so, describe the circumstances.
No.
5. Have you ever been a party to a lawsuit either as a plaintiff or defendant? If so, please explain the circumstances of the outcome.
Please see attached.
6. Have you filed Federal and state income tax returns in a timely manner for each of the past 10 years? If not, please explain.
Yes.
7. Has the Internal Revenue Service ever conducted an audit of your Federal tax return? If so, what resulted from the audit?
No.

D. POTENTIAL CONFLICTS OF INTEREST

1. List any investments, obligations, liabilities or other relationships which might cause potential conflicts of interest with the position to which you have been nominated.
Because of the wide variety of topics that Advocacy is involved in, I have sold my interest in a number of companies. Other sales are pending. I am considering placing my assets in a blind trust.
2. Describe any business relationship, dealing or financial transaction (other than taxpaying) that you have had during the past 10 years with the Federal Government, whether for yourself or relatives, on behalf of a client or acting as an agent, which might in any way constitute or result in a possible conflict of interest with the position to which you have been nominated.
Please see attached.
3. Describe any lobbying activity which you have performed during the past 10 years with respect to legislative or administrative actions at the Federal, state, or local level.
I have been a lobbyist for NASE on Small Business issues, for the Fair Franchising Coalition on Franchising issues, for the American Academy of Environmental Medicine on Medicare and CMA on state health care issues.
4. Have you been informed of the conflict of interest laws and regulations applicable to the position to which you have been nominated?
Yes.
5. Explain how you will resolve any potential conflict of interest that may be disclosed by your responses to this form and the attachments thereto. Attach a statement of the appropriate agency ethics official explaining the applicable laws or regulations, any potential conflicts and the action required to resolve such conflicts.
I have or will dispose of stock in a number of companies which may give rise to this problem. I have or will resign from all officerships and directorships. I will also recuse myself from matters involving former clients.
6. Explain how you will resolve any potential conflicts of interest that may arise in the future if you are confirmed for the position for which you have been nominated.
I will disclose the circumstances which might give rise to any conflict. I will discuss the problems with the agency's Ethics Officer and will comply with his or her suggestions. If a problem occurs, I will dispose of the asset in question and/or recuse myself from matters involving former clients.

E. CIVIL, CRIMINAL AND INVESTIGATORY ACTIONS

1. Give the full details of any criminal proceeding in which you were a defendant or any inquiry or investigation by a Federal, state or local agency in which you were the subject of the inquiry or investigation.

None.

2. Give the full details of any proceeding, inquiry or investigation by any professional association including any bar association in which you were the subject of the proceeding, inquiry or investigation.

None.

F. TESTIFYING BEFORE CONGRESS

1. Are you willing to appear and testify before any duly constituted Committee of the Congress on such occasions as you may be reasonably requested?

Yes.

2. Are you willing to provide such information as is requested by such Committee?

Yes.

G. OTHER

Please advise the Committee of any additional information, favorable or unfavorable, which you feel should be considered in connection with your nomination.

[illegible]

Public Disclosure of all or part of this form is optional according to committee. See applicable committee instructions.) Do you have any objections to this form and the attachments being made public?

No.

I, Jere W. Glover, being duly sworn, hereby state that I have read the foregoing Statement for Completion by Presidential Nominees, including all attachments thereto, and that the information provided therein is, to the best of my knowledge and belief, current, accurate and complete.

Jeru W. Rose
(Signature of Nominee)

Subscribed and sworn to before me this 8th day of March, ~~1991~~ 1994

Sandra Powers
(Notary Public)

Sandra Jowers
District of Columbia

My Commission Expires: August 31, 1997

11 YOUR EMPLOYMENT ACTIVITIES

Fill in your employment activities, beginning with the present (#1) and working backward 15 years. INCLUDE:

- all full-time work
- all part-time work
- all paid work
- active military duty
- self-employment
- all periods of unemployment

IN THE NUMBERED ACTIVITY SECTION USE ONE OF THESE CODES IN THE CODE BLOCK.

- | | | | |
|-----------------------------------|--|--|-----------|
| 1 - Active military duty stations | 5 - State Government (Non-Federal) employment | 7 - Unemployment (Enter name of person who can verify) | 9 - Other |
| 2 - National Guard/Reserve | 6 - Self-employment (Enter business name and/or name of person who can verify) | 8 - Federal Contractor (list Contractor, not Federal agency) | |
| 3 - U.S. - S. Commissioned Corps | | | |
| 4 - Other Federal employment | | | |

FOR EACH ACTIVITY SECTION, provide information requested. For example, if you had worked at XYZ Printing in Denver, CO, for 10 separate periods of time, you would enter dates and information concerning the most recent period of employment first, and provide less detailed dates and supervisors for the two previous periods of employment in the appropriate blocks below that information. For section 1, use the - 5 - show by and bury.

#1	Month/Year	Month/Year	Code	Employer's Name/Military Service/Unemployment or Self-employment Verifier	Your Position Title
Present	1983	1983	6	Self	Attorney
Employer's/Venturer's Street Address				City (Country)	State ZIP Code Telephone Number
1115 K Street, N.W., Suite 914				Washington	D C 20006 ()
Street Address of Job Location (if different than Employer's Address)				City (Country)	State ZIP Code Telephone Number
					()
Supervisor's Name & Street Address (if different than Job Location)				City (Country)	State ZIP Code Telephone Number
None					()

PREVIOUS PERIODS OF THE SAME ACTIVITY AND LOCATION - IF CONTINUATION SHEET IS USED, SHOW BLOCK #

Month/Year	Month/Year	Your Position Title & Supervisor's Name	Month/Year	Month/Year	Your Position Title & Supervisor's Name
To			To		
To			To		

#2	Month/Year	Month/Year	Code	Employer's Name/Military Service/Unemployment or Self-employment Verifier	Your Position Title
	1982	1983	6	Price & Glover	Accountant
Employer's/Venturer's Street Address				City (Country)	State ZIP Code Telephone Number
1001 Connecticut Avenue, N.W.				Washington	D C 20003 ()
Street Address of Job Location (if different than Employer's Address)				City (Country)	State ZIP Code Telephone Number
					()
Supervisor's Name & Street Address (if different than Job Location)				City (Country)	State ZIP Code Telephone Number
None (Firm went out of business)					()

PREVIOUS PERIODS OF THE SAME ACTIVITY AND LOCATION - IF CONTINUATION SHEET IS USED, SHOW BLOCK #

Month/Year	Month/Year	Your Position Title & Supervisor's Name	Month/Year	Month/Year	Your Position Title & Supervisor's Name
To			To		
To			To		

#3	Month/Year	Month/Year	Code	Employer's Name/Military Service/Unemployment or Self-employment Verifier	Your Position Title
	8/81	8/1982	6	Self	Attorney
Employer's/Venturer's Street Address				City (Country)	State ZIP Code Telephone Number
1730 K Street, N.W.				Washington	D C 20006 ()
Street Address of Job Location (if different than Employer's Address)				City (Country)	State ZIP Code Telephone Number
					()
Supervisor's Name & Street Address (if different than Job Location)				City (Country)	State ZIP Code Telephone Number
					()

PREVIOUS PERIODS OF THE SAME ACTIVITY AND LOCATION - IF CONTINUATION SHEET IS USED, SHOW BLOCK #

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To			To		

Enter your Social Security Number before going to the next page

→ 408-1701-7864

Page 2

YOUR EMPLOYMENT ACTIVITIES (Continued)																																																																																																																																																																																																																																																																																																																																																																																																					
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MEMBERSHIPS: List below all memberships and offices held in professional, fraternal, business, scholarly, civic, charitable and other organizations.

Organization	Dates	Office Held (if any)
Sigma Chi Fraternity	1962 - present	President
Young Democrats, Memphis State University	1962 - 1966	President
Student Political Affairs Forum	1965 - 1966	President
Student Government, Memphis State University	1965 - 1966	Delegate
Chesapeake Cruising Multihull Association	1977 - present	Commodore, Vice Commodore
Laurelton Forrest Homeowners' Association	1972 - present	
National Federation of Independent Business	1981 - present	
National Small Business United	1981 - present	
Democrats 2000	1988 - present	
National Counsel for Industrial Innovation	1981 - present	Executive Director
Phi Delta Phi	1966 - 1969	
Omicron Delta Kappa	1969 - 1969	
New Populist Education Proj.	1986 - present	President
New Populist Forum	1985 - 1988	President, Director
National Association of the Self Employed	1983 - present	Washington Representative General Counsel

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Alliance for Affordable Health Care	1983 - present	President
Calvary Methodist Church	1989 - present	Member, Advisory Board
Chesapeake Bay Yacht Racing Association	1984 - present	
Fair Franchising Coalition	1989 - present	Executive Director

POLITICAL AFFILIATIONS AND ACTIVITIES: List all memberships and offices held in or financial contributions and services rendered to all political parties or election committees during the past 10 years.

I have been a registered Democrat since age 18.

Democrats 2000, founder

Financial Contributions:

1984

6/26/84	People to Re-elect Bedell	\$250.00
11/15/84	Mondale for President	100.00
	MD for Mondale	25.00

1985

6/18/85	People to Re-elect Bedell	\$250.00
10/25/85	Friends of Mayor Hillman	100.00

1986

5/8/86	Harriman Communications Ctr	\$1,535.94
5/9/86	New Populist Forum	35.00
9/19/86	Friends of Betty Ann Kane	100.00
4/22/86	Friends of Rosapepe	100.00
3/25/86	McMillen for Congress	100.00
9/2/86	Friends of Bennie Thayer	250.00

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9/3/86	Friends of Rosapepe	100.00
9/10/86	Mark Green for Senate	25.00
10/7/86	Kent Conrad	250.00
6/21/86	McMillen for Congress	20.00
8/4/86	McMillen for Congress	40.00
10/22/86	McMillen for Congress	200.00
10/7/86	Citizens for Kane	250.00
6/22/86	MD Democratic Victory	15.00
6/12/86	Marvoulos for Congress Comm.	300.00
9/10/86	New Populist Project	500.00
10/7/86	Common Cause	25.00

1987

3/31/87	MD Democratic Victory Fund	15.00
7/6/87	Simon for President	50.00
8/27/87	Democratic National Committee	20.00
11/8/87	Paul Simon for President	150.00

1988

6/6/88	Bob Kerry	\$ 25.00
6/18/88	Paul Simon for President	250.00
1/4/88	Democratic National Committee	20.00
1/20/88	Democratic National Committee	30.00
6/21/88	Andy Ireland	100.00
7/11/88	Re-elect Kennedy	25.00
6/27/88	Harkin '88	30.00
6/26/88	Twenty-First District Team	200.00
7/15/88	Tanner	250.00
9/23/88	Re-elect Kennedy	30.00
9/27/88	Friends of John Tanner	250.00

1989

4/5/89	Friends of Bennie Thayer	\$ 100.00
6/5/89	Andy Ireland	100.00
11/19/89	Fundraiser for Jim Rosapepe	100.00
5/24/89	Democratic National Committee	25.00

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11/15/89	Democrats	75.00
5/13/89	Miller (McMillen) for Congress	200.00
6/13/89	Committee to Re-Elect LaFalce	500.00
4/24/89	Friends of Bennie Thayer	250.00
9/29/89	McMillen for Congress	300.00
9/10/89	Harvey G. Dracher, Treas.	100.00

1990

4/26/90	Lonsdale for Senate	\$ 50.00
1/16/90	Friends of Jim Rosapepe	100.00
1/12/90	Plowman & Fisherman	100.00
1/16/90	Peter Franchot	100.00
4/6/90	Simon for Senate	100.00
5/6/90	Friends of Jim Rosapepe	100.00
9/8/90	Committee for Effective Congress	50.00
9/6/90	Lonsdale for Senate	500.00
10/1/90	Harkin for Senate	50.00
10/26/90	Lonsdale for Senate	200.00
4/29/90	Democratic National Committee	30.00
8/8/90	Friends of Jim Rosapepe	100.00
10/14/90	Friends of Jim Rosapepe	50.00

1991

10/23/91	Hoyer for Congress	100.00
12/23/91	Ploughman & Fisherman	100.00
7/11/91	McMillen for Congress	100.00
9/19/91	Americans for Harkin	50.00
11/3/91	Lonsdale for Senate	100.00
6/18/91	Committee to Re-Elect LaFalce	500.00
11/21/91	Americans for Harkin	250.00
7/20/91	Rosapepe for Delegate	100.00
6/19/91	Andy Ireland Campaign Com.	50.00
10/6/91	Friends of Jim Rosapepe	100.00
12/2/91	Kerry for President	40.00

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1992

3/19/92	A lot of people supporting Tom Dosche	\$ 50.00
8/31/92	Clinton/Gore	32.00
10/7/92	Curry for County Executive	200.00
12/3/92	Harkin for President	250.00
10/4/92	McMillen for Congress	100.00
4/29/92	Lonsdale for Senate	200.00
7/17/92	Clinton/Gore Campaign	1,000.00
9/8/92	Jan Meyers	250.00
10/7/92	Democratic Victory	50.00
9/28/92	Hattery for Congress	200.00
5/11/92	McMillen for Congress	200.00
8/28/92	Hoyer for Congress	125.00
3/5/92	Hattery for Congress	500.00
9/11/92	Democratic National Committee	49.00
4/29/92	Wynn for Congress	100.00

1993

12/30/93	Friends of Kent Conrad	\$ 100.00
10/21/93	Wayne Curry	500.00
10/21/93	Wynan for Congress	500.00
11/02/93	Jan Meyer for Congress	100.00
11/04/93	Robert Kennedy	25.00
11/8/93	Democratic National Committee	60.00
10/13/93	Robert Kennedy	50.00
10/29/93	Green '93	50.00
8/13/93	Committee to Re-Elect LaFalce	500.00
9/2/93	Re-Elect Kennedy	45.00
6/28/93	Democratic Senatorial Comm.	35.00
7/6/93	Friends of Jim Rosapepe	100.00
7/28/93	Green '93	50.00
4/20/93	Jan Meyer for Congress	250.00

1994

1/94	Friends of Jim Rosapepe	100.00
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1. What are your intentions regarding connections with your present employer, business firm, association or organization if you are confirmed by the Senate.

I will close my law practice. Accounts receivables will continue to be collected in the future.

I have 2 cases on a contingent fee basis that will continue. I have arranged for other counsel to take over responsibility for these cases.

I am the founder and CEO of Metropolitan Lithotripsy Center, Inc. We converted the company to a medical leasing company in 1989. Pursuant to a 1987 fee agreement, they agreed to pay me \$2,000 per month for legal fees in setting up and managing the company for as long as the company exists. I have hired a CPA and an attorney to take over my responsibilities in the future. I will resign as CEO and Director of the company.

C. FINANCIAL DATA

2. List sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services and firm memberships or from former employers, clients and customers. Amounts should be indicated by the categories established for reporting income on Form SF-278, Schedule A.

As stated in answer to question B1, above, I will continue to collect accounts receivable from my law practice. Because the amount of my receivables will continue to change until I close my practice, both because of additional work performed until that time and because of payments received, I am unable to estimate the amount that will be received after entering government service at this time.

I currently have 2 cases on a contingent fee basis that will continue, one for Mr. Douglas Bodwell and one for the Estate of Jean Crotts. I have arranged for other counsel to take over these cases. Because the fees in both cases will be determined by the amount of recovery, if any, I am unable to estimate a value at this time.

As stated in answer to question B2, above, I have an arrangement with Metropolitan Lithotripsy,

GLOVER, JERE W.

Attachment to
Statement for Completion by Presidential Nominees

Inc., by which I will continue to receive compensation of \$2,000 per month, less \$400 to pay a CPA and attorney to handle my former responsibilities to the corporation, during the life of the corporation. This compensation is for work performed in setting up and previously managing the corporation.

5. Have you ever been a party to a lawsuit either as a plaintiff or defendant? If so, please explain the circumstances of the outcome.

In 1983, I sued Imre, Inc., a Seattle, Washington biotech company. I had represented the company. The President of the company had borrowed \$10,000 from me to exercise his options for stock in the company. He was fired and defaulted on his loan from me. I requested the stock (which was security for the loan) be transferred to me. The company refused, and I sued it in Delaware. The company counter-sued me, alleging disclosure of information to the company's past President and breach of my duty to them. The case was settled with them paying me \$60,000 and the case was dismissed with prejudice.

In the early 1970s Arnie Gay sued me for payment for defective repairs he had done on my sailboat. I counter-sued for defective work. The judge threw both out.

D. POTENTIAL CONFLICTS OF INTEREST

2. Describe any business relationship, dealing or financial transaction (other than taxpaying) that you have had during the past 10 years with the Federal Government, whether for yourself or relative, on behalf of a client or acting as an agent, which might in any way constitute or result in a possible conflict of interest with the position to which you have been nominated.

I have lobbied state legislatures on matters affecting health insurance offered by nonprofit associations. I also represent several companies with government contracts, including one 8(a) firm with an SBA contract. I will recuse myself from any matter involving former clients.

INCOME
(Summary of Significant Items from Tax Returns)

1990

Law Office	247,898
Metropolitan Lithotripsy Ctr, Inc. (MLC) (Salary	24,000
Rental Property (Richard Speake)	7,800
Interest on Investments*	4,775
Dividends*	8,747
Royalties from MLC	12,909
Partners in Magnetic Resonance	27,498
Metropolitan Lithotripsy Center (dividends)	112,774
Scan North America	(73,712)
Imaging Center of Delaware	(4,152)
Glover & Glover Partnership (capital gain)	13,502

1991

Interest*	6,007
Dividends*	10,871
Law Office	113,149
MLC Salary	24,000
Alliance for Affordable Health Care Salary	40,500
MLC (dividends)	94,270
Imaging Center of Delaware	6,881
Scan North America	15,380
Advanced Resources International	587
Rental Property (Richard Speake)	7,920

1992

MLC Salary	24,000
Alliance for Affordable Health Care Salary	73,670
Alliance for Affordable Health Care Pension	11,800
Interest*	10,646
Dividends*	7,902
Law Office	99,658
Rogers Drive Partnership	43,897
Imaging Center of Delaware	2,227
MLC (dividends)	80,915
Stacogen	772
Advanced Resources International	4,016
Oppenheimer Capital	812
Rental Property (Richard Speake)	7,857

1993

MLC Salary	24,000
MLC Pension	3,300
Rental Property (Richard Speake)	7,570
MLC (dividends)	91,071
Advanced Resources International	7,641
Long-term Capital Gains*	27,971

Stacogen	31,500
Law Office Income	191,016
Dividends*	16,392
Capital Gains Distribution*	3,839
Alliance for Affordable Health Care (salary)	57,600
Alliance for Affordable Health Care (pension)	11,400

*Attached

The CHAIRMAN. Mr. Glover, you have pretty well answered all the questions I had here. As you know, Senator Pressler apparently has some questions that he would like to have answered before the vote, and so we will try to get this nomination confirmed as soon as possible.

I am duty bound to ask you this question. Will you agree to appear and testify before this committee and other congressional committees upon reasonable notice and request? And will you also agree to make your employees available to us for the same purposes?

Mr. GLOVER. I will.

The CHAIRMAN. With that, we will stand in recess, subject to a vote which I hope we will be able to conduct perhaps in the next week, depending on how quickly you answer members' questions.

We will stand adjourned. Thank you very much.

[Whereupon, at 3:10 p.m., the committee was adjourned.]

QUESTIONS AND RESPONSES SUBMITTED FOR THE HEARING RECORD

JERE W. GLOVER,
WASHINGTON, DC,
April 13, 1994.

The Honorable Dale A. Bumpers,
Chairman, Senate Committee on Small Business,
United States Senate,
Washington, DC 20510.

DEAR MR. CHAIRMAN:

Attached are my answers to the questions I received at my hearing yesterday from Senators Pressler and Coverdell.

Sincerely,

JERE W. GLOVER.

Enclosure.

SENATOR PRESSLER'S QUESTIONS

Mr. Glover, I would appreciate receiving your written response to the following questions prior to the committee vote on your nomination.

Activities in Private Sector

Question 1. Have you ever lobbied an employee of the Office of Advocacy? If so, whom did you lobby and on what issue?

Answer. To the best of my knowledge, in the past 13 years I have not lobbied any employee of the Office of Advocacy and certainly have not in the past 3 or 4 years.

Question 2. Have you ever represented a client before any other division of the SBA?

Answer. Yes. Size determination for Baron Transportation, Inc. Preparation of initial 8(a) application of T&S Bus Service, Inc.

Small Disadvantaged Business protest involving Lightcom International, Inc. (Prior to the announcement of the intention to nominate me, I withdrew and turned the matter over to another attorney, who is not associated with me, who handled the matter thereafter.)

Question 3. How would you avoid any appearances of a conflict of interest with any of your former employers or clients?

Answer. I will fully comply with SBA regulations concerning conflicts of interest including the circumstances which might give rise to any conflict. I will discuss the situation with the agency's Ethics Officer and will comply with his or her suggestions. If necessary, I will dispose of the asset in question and/or reclude myself from matters involving former clients.

Question 4. Since you left the SBA in 1981, you have had business relationships with numerous small business trade associations. However, it appears some of these

associations may not be contained in the documents you provided to the committee. Therefore, in order to clear up any confusion, could you briefly discuss the associations that you have had business relationships with since leaving SBA in 1981?

Answer. To the best of my knowledge, both orally or in writing, I have disclosed all of my business relationships. To clarify any confusion, the following is a list of the associations with which I have had a business relationship since 1981:

In 1982 or 1983, I was retained for a brief period by the National Federation of Independent Business as a consultant and appeared as a witness on behalf of NFIB. I believe it was at the National Governors' Conference.

I served as counsel to and a director of National Small Business United for a period of time in the early 1980s. Most of my service to NSBU was on a pro-bono basis.

I served as counsel and legislative representative to the National Association for the Self-Employed during the mid to late 1980s.

In the early 1980s, I was on the board of the Small Business Legislative Council and received an award for my activities.

I served as a director of and represented the Coalition of Membership Associations (a coalition of several small business associations) during the last few years.

I served as President of the Alliance for Affordable Health Care (an association of primarily small business associations) during the last few years.

I served as Executive Director of the National Council for Industrial Innovation, a group of small business men and women interested in innovation, from 1981 to present. This organization has been inactive for several years.

I served as Executive Director of the Fair Franchising Coalition, from 1989 to present. This organization has been inactive for several years.

Activities as Nominee

During your recent courtesy call at my office, you mentioned you have had only brief contact with the Office of Advocacy since the President expressed his intent to nominate you several months ago. However, I still have concerns over the extent of your contact with the SBA prior to this hearing and confirmation by the full Senate. Therefore, I have a series of fairly specific questions about your recent activities.

Question 1. How many meetings, visits, conversations, briefings, telephone calls, or meals have you had with Advocacy staff?

Answer. In order to prepare for this hearing, and at the suggestion of the Office of Congressional Relations, I have had several briefing sessions with the Advocacy personnel. The first of these was with Doris Freedman, the Acting Chief Counsel. Ms. Freedman has also called me on two or three occasions supplementing that meeting.

Subsequent meetings were held with Office Directors Susan Walthall and Bruce Phillips. Each of these meetings were about 2 hours in length and were conducted at my office and an inexpensive Greek restaurant near my office.

After receiving a copy of the issue papers for the White House Conference on Small Business, I had a conversation with Susan Walthall when Doris Freedman was out of the country. I suggested that she try to make the issue papers more user friendly. They were too long. I suggested an introductory paragraph or a summary was needed. I did not suggest any substantive changes but did suggest some editorial changes. I was one of several members of the public who were asked to review the issue papers.

We had a rehearsal for the hearing at which Doris Freedman appeared, together with Marty Teckler of the Office of General Counsel, Bob Gardner of the Inspector General's Office and Kris Swedin of the Congressional Relations Office.

At the suggestion of staff of the Senate Small Business Committee that Marty Teckler's letter to the Office of Government Ethics be clarified, I went with Kris Swedin to her office to get the changes made. Doris Freedman stopped by Kris' office to say "hi."

I also attended a hearing of the House Judiciary Subcommittee on the Regulatory Flexibility Act. Doris Freedman testified and at least one other Advocacy employee, Barry Pinellas, was present. Other than pleasantries, no substantive conversation occurred at this meeting.

Question 2. Did you attend any public or private third-party events with Advocacy officials? If so, please tell this committee with whom you attended and describe the event.

Answer. I attended the recent public Regulatory Forum presented by the Office of Management and Budget and the SBA at which the Acting Chief Counsel and

other Advocacy personnel were present. I did not have any discussions other than exchanging pleasantries.

I did not participate in the meeting except to listen, as a member of the public audience, which included about 75 people.

I attended the National Association for the Self-Employed's Open House and met Steve Dixon, an Advocacy employee, who was at the meeting. Other than exchanging pleasantries, no other discussion was held.

Since leaving the Office of Advocacy in 1981, I have made no policy or personnel decisions or recommendations concerning the Office of Advocacy. I will make no policy or personnel decisions or recommendations until and if I am confirmed.

I did receive a letter from a small business owner about a problem with a proposed FDA regulation. I forwarded it to the Office of Advocacy without comment or recommendation.

Question 3. In preparation for today's hearing, have you had any contact with SBA's Inspector General's Office? If so, please tell this committee with whom you met and describe the encounters.

Answer. Bob Gardner of the Inspector General's Office participated in a dress rehearsal for the hearing with Doris Freedman, Kris Swedin and Marty Teckler.

Question 4. Did any of your activities involve the upcoming White House Conference on Small Business? If so, what was the extent of your activities?

Answer. I met with Mark Schultz, the Executive Director of the White House Conference, for approximately 1 hour to receive a briefing on the organization and planning of the conference as a part of my briefing process. I later met with Kathy St. Denis, Nick Friendly and Mark Schultz for a further 2-hour briefing. As mentioned above I did review the issues papers.

Advocacy Management

Question 1. How independent do you envision the position of Chief Counsel for Advocacy? In other words, how do you see your role vis-avis the Administrator and the White House?

Answer. I believe it is important for the Chief Counsel to represent the views of the small business community even when they conflict with the views of the Administrator and the White House. It is my intention to work within the Administration as much as possible but on issues that will impact the small business community, it may be necessary and appropriate to express my views and my opinions, even if they are inconsistent with those of the Administrator and the White House.

The Administrator and I have discussed the role of Chief Counsel and he and the President both understand that from time to time I will express views which conflict with his views or those of the President.

Question 2. Will you publicly oppose the President and Administrator Bowles when they take positions that would have a negative effect on the small business community?

Answer. Yes, see question 1 above.

Question 3. Currently, half the Regional Advocate positions remain vacant. If confirmed, would you fill these very important positions?

Answer. If confirmed, I will be reviewing the functions of the Regional Advocates as well as the entire office. Once that review is completed, I will fill vacancies as soon as possible.

Question 4. The Acting Director of Advocacy's Office of Information currently is engaged in a major fundraising campaign for Small Business Week 1994. Do you think it is proper to raise large sums of money from associations and corporations that do business with the SBA, and with the Office of Advocacy in particular?

Answer. Congress recognized a need to develop partnerships with the private sector to further the Small Business Administration's mission. I have been advised that the Office of the General Counsel at the SBA has issued an opinion that the small business fundraising activities are legal and appropriate and that this has been the practice for some years. I have been told that none of the sponsoring organizations have contracts with SBA.

SENATOR COVERDELL'S QUESTIONS

Question 1. What role do you think small businesses should play in the reform of our health care system?

Answer. Although I have not had an opportunity to fully review the issues in Senator Coverdell's questions, I am providing my comments based on the information I have at this time.

Small business should play a constructive role in restructuring the health care system. The current system discriminates against small business. Many small businesses are completely excluded from providing health insurance because one of their key employees or family members has a pre-existing condition. Likewise, many small businesses cannot afford to provide health care under the circumstances. Because of the significant effect on small business by any health care legislation, small business has a significant role to play in any health care legislation.

Question 2. As proponent of employer mandates and one who has advocated this position, how can you now represent the interest of small businesses who strongly oppose this concept?

Answer. I have never publicly been a proponent of employer mandates, nor have I advocated this position. I believe that it is important that the Chief Counsel totally represent the view of small business, including the issue of health care. Even in situations when I disagree with small businesses' views, I believe it is important for me to reflect the views of small businesses and their organizations.

On the issue of employer mandates, it is clear that most small business organizations and the majority of small businesses are opposed to it. I will advise the White House about small businesses' deep concerns and reservations about employer mandates. I believe that I, as well as the rest of the Administration, am looking for an alternate solution that involves universal coverage without employer mandates. To date, I do not know of any other solution.

Question 3. What is your position on labor issues such as Striker Replacement and Davis-Bacon?

Answer. While most small businesses don't have labor unions, those that do are severely impacted by labor problems.

In the case of striker replacement, I believe that the proposed legislation interferes with the normal employee-employer relationship and that legislation in that regard is not needed. Most small business organizations oppose striker replacement.

Concerning the Davis-Bacon Act, it is necessary to reevaluate the prevailing wage to include not only union but non-union wages in particular locations. I believe it is not necessary to require a government contractor to pay the higher wages. Most small business organizations support reform or repeal of Davis-Bacon.

Question 4. What is your position on Product Liability Reform?

Answer. Product liability laws clearly need to be reformed. This is especially true for small businesses, which cannot afford product liability insurance. Often small businesses cannot sell their products because they cannot get product liability insurance.

Question 5. From your resume I note you have started a number of small businesses. Did you receive SBA assistance with any of these ventures? If so, what assistance and what is your current relationship with the assisted businesses?

Answer. None of the businesses in which I have been involved have requested or received any assistance from the Small Business Administration. None was asked for and none was received.

I am an officer of two firms which have received SBIR awards. Stacogen received an SBIR from NIH 6 to 8 years ago. Advanced Resources International, Inc., received an SBIR award from the Department of Energy last year. Since the announcement of the intention to nominate me in December, I have sold my interest in both firms.

JERE W. GLOVER,
WASHINGTON, DC,
April 22, 1994.

THE HONORABLE DALE A. BUMPERS,
Chairman, Senate Committee on Small Business,
United States Senate,
Washington, DC 20510.

DEAR MR. CHAIRMAN:

Enclosed is a copy of my responses to Senator Pressler's second set of questions and Senator Wallop's and Senator's Burn's questions.

Sincerely,

JERE W. GLOVER.

SENATOR BURN'S QUESTIONS

Question. Probably the most important issue facing the small business community is health care reform. Will you publicly oppose the President and Administrator Bowles when they take positions that would have a negative effect on the small business community?

Answer. As I said in response to Senator Coverdell's question number 1:

"Although I have not had an opportunity to fully review the issues in Senator Coverdell's questions, I am providing my comments based on the information I have at this time.

Small business should play a constructive role in restructuring the health care system. The current system discriminates against small business. Many small businesses are completely excluded from providing health insurance because one of their key employees or family members has a pre-existing condition. Likewise, many small businesses cannot afford to provide health care under the circumstances. Because of the significant effect on small business by any health care legislation, small business has a significant role to play in any health care legislation."

As I stated in my testimony, "As the small business community and Congress expect, and the law requires, if confirmed, I intend to be a strong independent voice for small business."

As I stated in my response to Senator Pressler's question:

"I believe it is important for the Chief Counsel to represent the views of the small business community even when they conflict with the views of the Administrator and the White House. It is my intention to work within the Administration as much as possible but on issues that will impact the small business community, it may be necessary and appropriate to express my views and my opinions, even if they are inconsistent with those of the Administrator and the White House.

The Administrator and I have discussed the role of Chief Counsel and he and the President both understand that from time to time I will express views which conflict with his views or those of the President."

Question. What is your position regarding employer mandates?

Answer. As I said in my response to Senator Coverdell's question number 2:

"I have never publicly been a proponent of employer mandates, nor have I advocated this position. I believe that it is important that the Chief Counsel totally represent the view of small business, including the issue of health care. Even in situations when I disagree with small businesses' views, I believe it is important for me to reflect the views of small businesses and their organizations.

On the issue of employer mandates, it is clear that most small business organizations and the majority of small businesses are opposed to it. I will advise the White House about small businesses' deep concerns and reservations about employer mandates. I believe that I, as well as the rest of Administration, am looking for an alternate solution that involves universal coverage without employer mandates. To date, I do not know of any other solution."

If confirmed, I will continue to look for alternatives to employer mandates.

Question. What is your position regarding alliances?

Answer. A number of small business organizations, including the Council of Smaller Enterprises in Cleveland and the Smaller Manufacturers Council in Pittsburgh, have, in effect, created health care alliances in the past. These have been successful in reducing health care costs. One of the problems facing small businesses now, as in the past, is having to pay 30 to 50 percent more in premiums for health care insurance than large firms are paying. I believe alliances can afford small businesses a more equal playing field and can enable small businesses to purchase health care at lower rates similar to those of large firms.

Question. Do you think that Congress should go slow and start with insurance reform like portability, medical malpractice, coverage of preexisting conditions and paperwork reduction?

Answer. See response to question 1 above.

Because of the severity of the problem, the hardship the current situation has imposed on small business for many years, and the millions of small business people and their employees who have do not have health insurance, I think Congress should move quickly to resolve the health care crisis that exists in America today.

Issues like insurance reform, portability, medical malpractice and coverage of pre-existing conditions, are all serious problems. The States have historically had jurisdiction to regulate these practices. It is unfortunate that the States, by and large, have not addressed these problems in the past.

Question. Regarding tort reform: Can we expect your support and cooperation when the Product Liability Fairness Act, S. 687, comes to the Senate floor this spring, even if the Administration does not support the bill?

Answer. As I said in response to Senator Coverdell's question number 4:

"Product liability laws clearly need to be reformed. This is especially true for small businesses, which cannot afford product liability insurance. Often small businesses cannot sell their products because they cannot get product liability insurance."

I have not reviewed S. 687 specifically. I do generally support product liability reform and, if I am confirmed, will review S. 687 as well as other product liability reform legislation.

Question. I also strongly support the Paperwork Reduction Act, Senate Bill 560. As a cosponsor of this bill, I am interested in your opinion on paperwork reduction. Can we count on your support of S. 560?

Answer. I have not reviewed S. 560 specifically, but I strongly support paperwork reduction. If confirmed, I will review all paperwork reduction legislation and support strong paperwork reduction legislation.

Question. Do you support a capital gains tax cut?

Answer. Yes, so long as the capital gains tax is targeted specifically to small businesses engaged in trade or commerce. This has been my position since 1978. I believe that targeted capital gains reduction for small businesses which was included in the Budget Reconciliation Act last year was a step in the right direction, but I believe more can and should be done to encourage investment in small businesses engaged in trade or commerce.

SENATOR PRESSLER'S QUESTIONS

Question 1. What is your position regarding employer mandates?

Answer. As I stated in my response to Senator Coverdell's question number one and to Senator Burns' second question:

"I have never publicly been a proponent of employer mandates, nor have I advocated this position. I believe that it is important that the Chief Counsel totally represent the view of small business, including the issue of health care. Even in situations when I disagree with small businesses' views, I believe it is important for me to reflect the views of small businesses and their organizations.

On the issue of employer mandates, it is clear that most small business organizations and the majority of small businesses are opposed to it. I will advise the White House about small businesses' deep concerns and reservations about employer mandates. I believe that I, as well as the rest of Administration, am looking for an alternate solution that involves universal coverage without employer mandates. To date, I do not know of any other solution."

If confirmed, I will continue to look for alternatives to employer mandates.

Question 2. What is your position regarding alliances?

Answer. As I stated in my response to Senator Burns' third question:

"A number of small business organizations, including the Council of Smaller Enterprises in Cleveland and the Smaller Manufacturers Council in Pittsburgh, have, in effect, created health care alliances in the past. These have been successful in reducing health care costs. One of the problems facing small businesses now, as in the past, is having to pay 30 to 50 percent more in premiums for health care insurance than large firms are paying. I believe alliances can afford small businesses a more equal playing field and can enable small businesses to purchase health care at lower rates similar to those of large firms."

Question 3. Do you support universal coverage or universal access?

Answer. I support both. I think universal access should occur immediately, and universal coverage should occur as soon as practicable.

Question 4. Do you think Congress should go slow and start with insurance reform, like portability, medical malpractice coverage of preexisting conditions, and paperwork reduction?

Answer. As I said in response to Senator Coverdell's question number 1:

"Small business should play a constructive role in restructuring the health care system. The current system discriminates against small business. Many small businesses are completely excluded from providing health insurance because one of their key employees or family members has a pre-existing condition. Likewise, many small businesses cannot afford to provide health care under the circumstances. Be-

cause of the significant effect on small business by any health care legislation, small business has a significant role to play in any health care legislation."

As I stated in my response to Senator Burns' question number four:

"Because of the severity of the problem, the hardship the current situation has imposed on small business for many years, and the millions of small business people and their employees who do not have health insurance, I think Congress should move quickly to resolve the health care crisis that exists in America today.

Issues like insurance reform, portability, medical malpractice and coverage of pre-existing conditions, are all serious problems. The States have historically had jurisdiction to regulate these practices. It is unfortunate that the States, by and large, have not addressed these problems in the past."

Question 5. Do you support the Administration's plan or any of the competing health care reform proposals? If so does this mean you will take a public position in opposition to the SBA Administrator and the Administration?

Answer. While I generally support the Administration's plan, as I mentioned in the answer to question number one above, regardless of my personal views, I will honestly report that most small business organizations do not support the President's plan. I will also work to see that whatever plan is ultimately enacted is the most beneficial for small business and has the least possible burdens for small business.

I have already taken positions in opposition to the Administration. See my responses to Senator Coverdell's questions 3 and 4 on striker replacement, Davis-Bacon and product liability.

SENATOR WALLOP'S QUESTIONS

Health Care Legislation—Employer Mandates

In the area of health care, I recognize that most small business organizations do not support employer mandates. If confirmed, I will acquaint myself with other proposals and those that will be made in the future.

I will work to see that whatever plan is ultimately enacted is as beneficial as possible for small business and has the least possible burdens on small business.

I would like to discuss these and other issues of the Office of Advocacy with you at your convenience at some time in the future. I would also like to thank you personally for your work to obtain judicial review for the Regulatory Flexibility Act.

Regulatory Flexibility Act

Question. Would you support deleting section 611 of the Act to allow judicial review under the Regulatory Flexibility Act as recommended in the Vice-President's National performance Review?

Answer. Yes.

Question. Do you support applying coverage of the Act to the IRS?

Answer. Yes.

Question. Do you support analyzing the indirect as well as the direct impacts to be required under the Act?

Answer. Yes.

Question. Can we expect you to remain consistent in your support of the Regulatory Flexibility Act in the interests of representing small business no matter what the Administration's agenda may be?

Answer. Yes. From 1978 to 1980, I worked very hard on developing the concept of regulatory flexibility and assuring the ultimate passage of the bill. The implementation of the noble goals of the Regulatory Flexibility Act have been impeded by government officials who recognized that the Act is not judicially enforceable and therefore had no teeth.

Unfortunately, after 25 years experience of administrative law, I have come to the conclusion that we cannot trust the bureaucracy to eliminate excessive and unnecessary regulatory burdens on small business without judicial review.

Your work in getting judicial review is a giant step forward. I hope that the legislation is promptly passed. You will have my enthusiastic and consistent support for judicial review in the Regulatory Flexibility Act.

LETTERS OF SUPPORT SUBMITTED FOR THE HEARING RECORD

HOUSE OF REPRESENTATIVES,
WASHINGTON, DC,
March 15, 1994.

THE HONORABLE DALE BUMPERS,
Chairman, Committee on Small Business,
U.S. Senate,
Washington, DC 20510.

DEAR MR. CHAIRMAN:

I want to express my support for Mr. Jere W. Glover, who will be coming before your committee for confirmation as Chief Counsel for Advocacy at the Small Business Administration.

Mr. Glover is well qualified for this position, having served as Deputy Chief Counsel for the U.S. Small Business Administration in the Office of the Chief Counsel for Advocacy during the Carter Administration. His experience also includes serving as Counsel to the White House Conference on Small Business and as Counsel to the House Small Business Committee Subcommittee on Antitrust, Consumers and Employment. Mr. Glover enjoys the respect of the small business community. He has been endorsed by the Small Business Legislative Council, the National Association for the Self-Employed and the U.S. Chamber of Commerce.

Mr. Glover's background and experience would be an asset to the Small Business Administration and I urge your support.

With appreciation and warmest personal regards, I am

Sincerely yours,

STENY H. HOYER,
United States Representative.

UNITED STATES SENATE,
WASHINGTON, DC 20510-3403,
April 12, 1994.

THE HONORABLE DALE BUMPERS,
Chairman, Committee on Small Business,
United States Senate,
428A Russell Senate Building,
Washington, DC 20510.

DEAR SENATOR BUMPERS:

I am pleased to recommend the confirmation of Jere W. Glover for the position of Chief Counsel for Advocacy at the Small Business Administration.

I have known Jere for over 10 years. We have worked together on a number of projects. Jere is well known and respected in the small business community.

Jere has the experience and talent to be a successful Chief Counsel for Advocacy. He has an excellent legal background, including a graduate law degree in administrative law and economic regulation. He has over a decade's experience in three different Federal agencies. He has worked for Congress as a subcommittee counsel of the House Small Business Committee and was Deputy Chief Counsel for Advocacy to the Small Business Administration under President Carter. Jere has demonstrated a sincere commitment to small business.

Please give Jere every possible consideration.

Sincerely,

KENT CONRAD,
United States Senator.

HOUSE OF REPRESENTATIVES,
WASHINGTON, DC 20515-4208,
March 17, 1994.

HONORABLE DALE BUMPERS,
Chairman, Committee on Small Business,
428A Russell Senate Office Building,
Washington, DC 20510.

DEAR SENATOR:

I understand that your committee will be holding a hearing on April 12 to consider the nomination of Mr. Jere W. Glover for the position of Chief Counsel for Advocacy at the Small Business Administration. I would like to share my support of Jere for this position.

Jere served as Deputy Chief Counsel for Advocacy during the Carter Administration. He has also worked for the House Small Business Committee and held other important positions in the Federal Government. His background and contacts in the small business world also make it likely that he can have a good working relationship with small business constituency groups. He has a broad understanding of the legislative and regulatory process. His outstanding government record and wide experience in administrative law make him an excellent choice for this job.

I have known Jere and his family for years. He is hard working and has the personality traits and leadership qualities which this position requires. I wholeheartedly support Jere's nomination for this position and request that my letter of support be made a part of the hearing record.

Sincerely,

JOHN TANNER, M.C.

NATIONAL FEDERATION OF INDEPENDENT BUSINESS,
WASHINGTON, DC,
April 8, 1994.

THE HONORABLE DALE BUMPERS,
Chairman, Senate Small Business Committee,
Washington, DC 20510.

DEAR SENATOR BUMPERS:

On behalf of myself and the over 600,000 members of the National Federation of Independent Business (NFIB), I wanted to take this opportunity to express our support for the nomination of Jere Glover to be the Chief Counsel for the Office of Advocacy at the Small Business Administration (SBA).

We at NFIB have known Jere personally for many years not only as a business owner and member of NFIB, but also in the role of advocate on behalf of small business concerns. Jere is the founder of several small businesses and is currently the chief executive officer of two firms, which gives him first hand knowledge of the problems small business owners encounter.

In his role as an advocate for small business, Jere held the position of Deputy Counsel in the Office of Advocacy in President Carter's Administration. Additionally, he was counsel to the 1990 White House Conference on Small Business, and also served as a delegate to the 1986 White House Conference.

Our members believe strengthening the role of the Office of Advocacy is how SBA can most effectively address small business concerns. This office provides input into national policy decisions that affect small businesses which, in turn, benefits the greatest number of small business owners.

NFIB believes Jere Glover understands the essential importance of the role of the Office of Advocacy. On behalf of NFIB, I look forward to working with Mr. Glover as he assists the Administrator in his efforts to rejuvenate the agency and make it of more practical assistance to small businesses.

Sincerely,

JACK FARIS,
President.

NATIONAL ASSOCIATION OF SMALL BUSINESS INVESTMENT COMPANIES,
ALEXANDRIA, VIRGINIA 22314,
March 1, 1994.

THE HONORABLE DALE BUMPERS,
Chairman, Committee on Small Business,
United States Senate,
SR-428A Russell Senate Office Building,
Washington, DC 20510-6350.

DEAR MR. CHAIRMAN:

This letter is written in support of the nomination of Jere Glover to the position of Chief Counsel for Advocacy at the SBA.

In addition to being a successful entrepreneur in his own right, Jere has extensive experience with government programs to foster and support small business.

We believe his credentials for the position are outstanding, and we strongly encourage your support as Chairman, and that of the committee, for positive and expeditious confirmation of his nomination.

Sincerely,

PETER F. MCNEISH,
President.

SMALL BUSINESS COUNCIL OF AMERICA,
BETHESDA, MARYLAND 20814-2922,
April 4, 1994.

THE HONORABLE DALE BUMPERS,
Chairman, Small Business Committee,
428A Senate Russell Office Building,
Washington, DC 20510.

DEAR SENATOR BUMPERS:

The Small Business Council of America supports Jere Glover's nomination for Chief Counsel of Advocacy at the Small Business Administration, without any reservations. Not only does Mr. Glover possess excellent qualifications for this position, he epitomizes the best of entrepreneurship in this country. Small businesses in America will welcome someone of Mr. Glover's high caliber representing their interests in this important position.

Sincerely,

PAULA A. CALIMAFDE.

SMALL BUSINESS LEGISLATIVE COUNCIL,
WASHINGTON, DC 20005,
March 8, 1994.

THE HONORABLE DALE BUMPERS,
Chairman, Committee on Small Business,
United States Senate,
Washington, DC 20510.

DEAR MR. CHAIRMAN:

It is with great pride and pleasure, that I am able to convey to you the Small Business Legislative Council's (SBLC) support for the nomination of Jere Glover for the position of Chief Counsel for Advocacy.

Mr. Glover has been a friend of SBLC nearly from its inception, a decade and a half ago. During that time, we have found him to be an unflagging advocate for small business. Certainly, there are very few individuals in this town who can claim small business credentials equal to those of Mr. Glover.

At SBLC, we take the words "counsel" and "advocacy" very seriously. Mr. Glover has the technical expertise to fulfill the counsel role as well as anyone. I know the committee is familiar with his work on many of the landmark small business laws we almost take for granted.

Jere is also an advocate. It is important for the chief counsel not only to react to the "here and now" but to look over the horizon and anticipate the needs and concerns of small business. Health care and taxes may be prominent concerns now, but what about antitrust policy, procurement policy and fiscal policy? There are not very many individuals in the small business community who understand the eco-

conomic history of small business or the future of small business. Jere is one of the few who have made it their life's work.

We hope the Senate will quickly confirm his appointment. We certainly pledge to do all we can to help him with those advocacy and counsel tasks, if confirmed.

The Small Business Legislative Council (SBLC) is a permanent, independent coalition of nearly one hundred trade and professional associations that share a common commitment to the future of small business.

Our members represent the interests of small businesses in such diverse economic sectors as manufacturing, retailing, distribution, professional and technical services, construction, transportation, and agriculture. For your information, a list of our members is enclosed.

Sincerely,

JOHN S. SATAGAJ,
President.

Enclosure.

MEMBERS OF THE SMALL BUSINESS LEGISLATIVE COUNCIL

Air Conditioning Contractors of America	Independent Medical Distributors Association
Alliance for Affordable Health Care	International Association of Refrigerated Warehouses
Alliance of Independent Store Owners and Professionals	International Communications Industries Association
American Animal Hospital Association	International Formalwear Association
American Association of Nursymen	International Television Association
American Bus Association	Machinery Dealers National Association
American Consulting Engineers Council	Manufacturers Agents National Association
American Council of Independent Laboratories	Manufacturers Representatives of America, Inc.
American Floorcovering Association	Mechanical Contractors Association of America, Inc.
American Gear Manufacturers Association	National Association for the Self-Employed
American Machine Tool Distributors Association	National Association of Brick Distributors
American Road & Transportation Builders Association	National Association of Catalog Showroom Merchandisers
American Society of Travel Agents, Inc.	National Association of Home Builders
American Sod Producers Association	National Association of Investment Companies
American Subcontractors Association	National Association of Plumbing-Heating-Cooling Contractors
American Textile Machinery Association	National Association of Private Enterprise
American Trucking Associations, Inc.	National Association of Realtors
American Ware house Association	National Association of Retail Druggists
American Wholesale Marketers Association	National Association of RV Parks and Campgrounds
AMT-The Association for Manufacturing Technology	National Association of Small Business Investment Companies
Apparel Retailers of America	National Association of the Remodeling Industry
Architectural Precast Association	National Association of Truck Stop Operators
Associated Builders & Contractors	National Association of Women Business Owners
Associated Equipment Distributors	National Chimney Sweep Guild
Associated Landscape Contractors of America	National Coffee Service Association
Association of Small Business Development Centers	National Electrical Contractors Association
Automotive Service Association	National Electrical Manufacturers Representatives Association
Automotive Recyclers Association	National Fastener Distributors Association
Bowling Proprietors Association of America	National Food Brokers Association
Building Service Contractors Association International	
Business Advertising Council	
Christian Booksellers Association	
Council of Fleet Specialists	
Direct Selling Association	
Electronics Representatives Association	
Florists' Transworld Delivery Association	
Helicopter Association International	
Independent Bakers Association	

National Grocers Association
 National Independent Flag Dealers
 Association
 National Knitwear Sportswear
 Association
 National Limousine Association
 National Lumber & Building Material
 Dealers Association
 National Moving and Storage
 Association
 National Ornamental & Miscellaneous
 Metals Association
 National Paperbox Association
 National Shoe Retailers Association
 National Society of Public Accountants
 National Tire Dealers & Retreaders
 Association
 National Tooling and Machining
 Association
 National Tour Association

National Venture Capital Association
 Opticians Association of America
 Organization for the Protection and
 Advancement of Small Telephone
 Companies
 Passenger Vessel Association
 Petroleum Marketers Association of
 America
 Power Transmission Representatives
 Association
 Printing Industries of America, Inc.
 Professional Plant Growers Association
 Promotional Products Association
 International
 Retail Bakers of America
 Small Business Council of America, Inc.
 SMC/Pennsylvania Small Business
 Society of American Florists
 The Council of Growing Companies
 United Bus Owners of America

CALIFORNIA SMALL BUSINESS UNITED,
 CANOGA PARK, CALIFORNIA 91303,
 February 28, 1994.

THE HONORABLE U.S. SENATOR DALE BUMPERS,
Chairman, Senate Small Business Committee,
 Washington, DC 20510.

Re: U.S. Chief Counsel for Advocacy Appointment

DEAR DALE:

Thank goodness President Clinton has finally appointed a permanent Counsel for Advocacy and submitted it to you for Senate Confirmation.

California Small Business United as well as all others in the small business area are pleased to support Jere Glover. Please expedite!

I will stop by to say Hello from "earthquake country during small business week."
 My best to John Ball III and the rest of your staff.

Sincerely,

ARTHUR SWEET,
Secretary.

PENNSYLVANIA SMALL BUSINESS UNITED,
 PITTSBURGH, PENNSYLVANIA 15218,
 March 7, 1994.

THE HONORABLE DALE BUMPERS,
Chairman, Senate Small Business Committee,
United States Senate,
 428A Russell Building, 1st & C Streets NE,
 Washington, DC 20510.

DEAR MR. CHAIRMAN:

TEC/Pennsylvania Small Business United was extremely pleased to learn of the nomination of Jere Glover as Chief Counsel for Advocacy at the U.S. Small Business Administration.

Our organization represents over 4,000 small businesses located in Pennsylvania, Ohio and West Virginia. Over the past 50 years, we have worked hard toward the success of our members and the small business community in general. During these years, we have also learned how important the position of Chief Counsel is to the success of small business. And we believe Jere is the right person for this position.

On behalf of our members, I hope your committee will give every consideration to Jere Glover, an extremely successful small business entrepreneur with extensive

knowledge, expertise and political background. He is an excellent choice and we wholeheartedly support his nomination.

Sincerely,

LEO R. McDONOUGH,
President.

SMALL BUSINESS ASSOCIATION OF MICHIGAN,
LANSING, MICHIGAN 48901-6158,
March 4, 1994.

THE HONORABLE DALE BUMPERS,
The United States Senate,
229 Dirksen Building,
1st & C Streets NE,
Washington, DC 20510.

DEAR SENATOR BUMPERS:

Jere Glover, President Clinton's nominee for Chief Counsel for Advocacy for the Small Business Administration comes with my highest recommendation. I encourage your support of his confirmation.

Mr. Glover is an excellent choice for Chief Council for Advocacy. Currently, he is CEO and Chairman of two small businesses and has been instrumental in the successful establishment of many others. The President has truly chosen a individual with the credentials to serve small businesses, and will be an asset to the Small Business Administration's efforts to improve the small business economy.

Thank you for your consideration of Mr. Glover. Small businesses will benefit from his energy and leadership.

Sincerely,

GARY M. WOODBURY,
CEO & President.

CALIFORNIA SMALL BUSINESS ASSOCIATION,
BURBANK, CALIFORNIA 91502,
March 5, 1994.

THE HONORABLE DALE BUMPERS,
United States Senate,
229 Dirksen Building, 1st & C Streets NE,
Washington, DC 20510.

DEAR SENATOR:

We at California Small Business Association (CSBA) strongly endorse the selection of Jere Glover as Chief Advocate for the Small Business Administration and urge a speedy confirmation of his appointment. We have had the pleasure of working with Jere in the small business arena since the first White House Small Business Conference in 1980. He understands the small business needs in advocacy and we feel will be very effective as our small business advocate.

CSBA represents over 35,000 California Small Businesses in an advocate position in Sacramento and Washington, DC and we urge a quick confirmation process since this important office for small businesses has been vacant far too long.

Sincerely,

BETTY JO TOCCOLI,
President.

PHOENIX PRODUCTS, INC.,
AVON LAKE, OHIO 44012,
February 28, 1994.

THE HONORABLE DALE BUMPERS,
United States Senate,
229 Dirksen Building, 1st & C Street NE,
Washington, DC 20510.

DEAR SENATOR BUMPERS:

As a small business owner and also a member of National Small Business United (NSBU), I would like to express my strong support for the nomination of Jere Glover as the next Chief Counsel for Advocacy at the U.S. Small Business Administration. As a former NSBU trustee and owner of two small businesses in the Washington, DC area, Mr. Glover has had extensive experience with small business issued and would, therefore, make him an excellent candidate for this very important position.

Your consideration and support of Mr. Glover's nomination will be greatly appreciated.

Sincerely,

RAYMOND M. ARTH,
President.

BAKER & DANIELS,
WASHINGTON, DC 20006-1503,
April 12, 1994.

HONORABLE DALE BUMPERS,
Chairman, Committee on Small Business,
United States Senate,
Washington, DC 20510.

DEAR CHAIRMAN BUMPERS:

The committee is considering the nomination of Jere Glover to the position of Chief Counsel for Advocacy of the U.S. Small Business Administration. As a former Chief Counsel, and having long known Mr. Glover, I hope that the committee will act expeditiously and favorably on this nomination.

The Small Business Administration is unique in our government, indeed perhaps in any national government, in requiring that small business be heard and recognized through a Presidentially nominated, Congressionally confirmed voice. The prominence given to such a position is merited by its importance. Because of economic and political realities, the small business voice will never have an easy time being heard in the policy process. The responsibility of the Chief Counsel is to raise that voice, not only on the well publicized debates, but on the hundreds of regulatory and policy decisions affecting small business that are made by our government on a regular basis.

The Small Business Administration and the President can be well served by a strong and capable Office of Advocacy. This office should be a source for policy analysis which reflects clear thinking about the realities of reconciling small business needs with policies driven by other missions or goals of national importance. An effective Office of Advocacy will enhance the credibility of the SBA and the Administration.

Jere Glover is particularly qualified to assume this position. His Congressional staff and past SBA experience, as well as his law practice and business experience give him a well informed perspective. Since it was created by the Congress (with the strong endorsement of the committee) in 1976, the Office of Advocacy has been able to demonstrate activity, and when necessary, independence. That evolution will continue, and Mr. Glover is ideally suited to ensure that the office regains the strength and effectiveness that the Congress intended and the small business community deserves.

Sincerely,

FRANK S. SWAIN.

MOLECULON RESEARCH COMPANY,
WEST NEWTON, MASSACHUSETTS 02165,
March 15, 1994.

SENATOR DALE BUMPERS,
Chairman, Senate Small Business Committee,
424 Russell Senate Office Building,
Washington, DC 20510.

DEAR SENATOR BUMPERS:

It is my understanding that Jere Glover's name has been submitted to your committee as Chief Counsel for Advocacy of the Small Business Administration, and you will be holding hearings on his nomination later this month. For the past 15 years, I have been involved either directly or indirectly with work that Mr. Glover has done for the small business community, and hold him in extremely high regard.

In the early 1980s when I was on the National Advisory Council to the Senate Small Business Committee, I worked especially closely with him while he was at the Small Business Administration. He played a major part in initiating and promoting a strategy for the passage of some critical small business legislation, in particular, the Small Business Innovation Research Act, the Small Business Patent Reform Act, the Regulatory Flexibility Act, and the Small Business Prompt Payment Act. At the White House Conference on Small Business in 1980 where I was Speaker Tip O'Neill's delegate, Jere Glover provided us with important insights into the political realities of how things could be accomplished, and his recommendations led to a more productive conference than would otherwise have been possible.

In my opinion, Mr. Glover is a very bright, politically savvy individual who is dedicated to the highest principles of public service and has had a strong and continuing commitment to the small business community.

He represents the best possible candidate for the position of Chief Counsel for Advocacy of the Small Business Administration. I assume he will have to difficulty being confirmed, but I wanted to add my name to those who are endorsing him.

Sincerely,

ARTHUR S. OBERMAYER,
President.

NEW JERSEY INSTITUTE OF TECHNOLOGY,
NEWARK, NEW JERSEY 07102-1982,
March 8, 1994.

SENATOR DALE BUMPERS,
424 Russell Senate Office Building,
Washington, DC 20510.

Subject: Nomination of Jere Glover for Chief Council for Advocacy

DEAR SENATOR BUMPERS:

I am writing this letter to urge you to vote for confirmation of Jere Glover as Chief Council for Advocacy of the U.S. Small Business Administration. President Clinton recently nominated Mr. Glover for this position and his name will soon come before the Senate Small Business Committee for confirmation.

I have known Mr. Glover for 15 years as a colleague in the field of small business and entrepreneurship. We have worked together informally for the last 15 years by jointly conceiving of and carrying out research projects. Several of these research projects contributed understanding to policy makers and created new opportunities for entrepreneurs. Few people have shown the long term commitment to small business that Jere has shown in his career. As an attorney and small business owner, he has consistently advocated the importance and vitality of small firms in America.

Confirming him as Chief Counsel for Advocacy would formalize his advocate role and assure small business owners that the U.S. Government has a true advocate within its structure. Jere is worthy of the job and can do it well.

Please support Mr. Glover's nomination, and encourage your Committee Members to do so also.

Sincerely,

BRUCE A. KIRCHHOFF,
Professor of Entrepreneurship.

PACER SYSTEMS, INC.,
 BILLERICA, MASSACHUSETTS 01821-4194 USA,
 March 9, 1994.

THE HONORABLE DALE BUMPERS,
Chairman, Senate Committee on Small Business,
U.S. Senate,
Washington, DC 20510.

DEAR CHAIRMAN BUMPERS:

The purpose of this letter is to strongly support the confirmation of Jere Glover's appointment as Chief Counsel for Advocacy in the U.S. Small Business Administration. Also, I urge you and the committee to act quickly, as we need Mr. Glover to assume his duties officially and get on with the business of that office.

I have known Jere since the late 1970's when I first began my advocacy for small business in Washington. We have worked as colleagues, fellow advocates and as friends/associates since that time. Mr. Glover has been a stalwart on behalf of small business, and is one of the most knowledgeable people in Washington concerning the history of small business issues.

His subject matter expertise on issues of importance coupled with an understanding of the Government and an extensive outreach network into the small business community ranks easily among a group of no more than a handful of people in the country.

So, again, I urge you and the committee to proceed quickly on this appointment. We have already gone (effectively) without Chief Counsel for almost 5 years, a year under the Clinton Administration. Now the impending White House Conference on Small Business adds further import to filling this position. It is time this outrageous situation be remedied. We are lucky to have Mr. Glover available to fill this key position.

Sincerely,

JOHN C. RENNIE,
Chairman and CEO.

OBERMAYER ASSOCIATES,
 WEST NEWTON, MASSACHUSETTS 02165,
 March 10, 1994.

SENATOR DALE BUMPERS,
Chairman, Senate Small Business Committee,
424 Russell Senate Office Building,
Washington, DC 20510.

DEAR SENATOR BUMPERS:

This letter is to strongly endorse the nomination of Jere Glover as Chief Counsel for Advocacy at the Small Business Administration. I have known and worked with Mr. Glover on issues of concern to small business during and since he worked at the Small Business Administration 15 years ago. He has impressed me with his thorough knowledge of small business issues and an understanding of what government can realistically and appropriately do to assist this important element in our economy. As counsel and business advisor to many small companies, he has first hand knowledge of the problems and concerns of these enterprises. His previous experience in government service provides him with a pragmatic understanding of how our government works and what is required to be effective.

My business is working with small and early stage companies to help them grow and prosper. It has long been my concern that small business is not sufficiently represented when important legislation or regulations are considered that affect the business community. This is in spite of the fact that small business is recognized as a major source of job creation and technological innovation and that the impact of many governmental requirements has a disparate impact on small businesses. It is therefore critical that in those few places in government that have the mandate of representing small business interests, there be a truly committed, effective person. Jere Glover is exactly the kind of person I want watching out for small business interests.

I urge the committee and the Senate to confirm Jere Glover for Chief Counsel for Advocacy and the Small Business Administration. We in the small business community need honest, concerned, committed people like him working on our behalf.

Sincerely,

JUDITH H. OBERMAYER, Ph.D.

AMERICAN HOLIDAY RESORTS,
SCOTTS VALLEY, CALIFORNIA 95066,
March 2, 1994.

SENATOR BUMPERS,
Chairman, U.S. Senate Small Business Committee,
Senate Office Building,
Washington, DC 20510.

RE: SBA Chief Counsel

DEAR CHAIRMAN BUMPERS:

I just received information that Jere Glover has been nominated to become the next Chief Counsel for Advocacy at the U.S. Small Business Administration.

It is with considerable pleasure that I confirm that Mr. Glover would be an ideal Chief Counsel. Please make every effort to have him confirmed in that position.

This important position has been vacant too long. Erskine Bowles deserves help at the Small Business Administration. Jere Glover will be a real asset to both Administrator Bowles and to small business people throughout the United States.

Sincerely,

DAVID T. HODGIN.

BECK MACHINE CORPORATION,
KING OF PRUSSIA, PENNSYLVANIA 19406,
March 1, 1994.

HONORABLE DALE BUMPERS,
Chairman, Senate Small Business Committee,
Room 229, Dirksen Senate Office Building,
Washington, DC 20510.

Subject: Jere Glover—SBA Office of Advocacy

DEAR SENATOR BUMPERS:

I have known Jere Glover for probably two decades, and from time to time in the past have worked with him regarding testimony for the House and Senate committees, as well as on other matters such as the White House Conference on Small Business.

His wide experience, as you know, on all sides of government, and personal experience in small business operation, in addition to his personal integrity, eminently qualify him for the position of Chief Counsel for the Office of Advocacy.

I hope the Small Business Committee will give him unqualified endorsement for that position.

Sincerely,

CARL A. BECK,
President.

IDL INCORPORATED,
PITTSBURGH, PENNSYLVANIA 15239-1797,
March 1, 1994.

SENATOR DALE BUMPERS,
Chairman of Small Business Committee,
SD-229 Dirksen Senate Office Building,
Washington, DC 20510-0401.

DEAR SENATOR BUMPERS:

Your consideration of Jere Glover for the Office of Chief Council for Advocacy is enthusiastically supported by my associates in small business and myself. As a

small business owner-manager and an advocate for small business, I feel Jere would be an energetic, knowledgeable addition to the SBA.

He is familiar with the administration and with the needs of small business. We urge your confirmation and your support.

Sincerely,

RALPH W. MURRAY,
Chairman and CEO.

HAGER SHARP COMMUNICATIONS, PUBLIC AFFAIRS, PUBLIC RELATIONS,
WASHINGTON, DC 20005,
March 3, 1994.

THE HONORABLE DALE BUMPERS,
Chairman, Senate Small Business Committee,
United States Senate,
Washington, DC 20510.

DEAR SENATOR BUMPERS:

I have worked with Jere Glover on small business issues for 20 years—since 1974. We have served together on the Boards of the National Small Business Association and National Small Business United. We also worked together on promoting the continuation of SBA at the 1986 White House Conference on Small Business.

Jere comes to the job of SBA Chief Counsel for Advocacy knowing the SBA, the Office of Advocacy, the policy issues and small business ownership. So, he can really hit the ground running. Jere is a man of integrity, and I encourage his confirmation as the SBA Chief Counsel for Advocacy.

Sincerely,

SUSAN HAGER.

SHAW MUDGE & COMPANY,
STAMFORD, CONNECTICUT 06904,
March 1, 1994.

THE HONORABLE DALE BUMPERS,
SD-229 Dirksen Senate Office Building,
Washington, DC 20510-0401.

DEAR SENATOR BUMPERS:

As an erstwhile small business activist and Chairman of the U.S. Senate Committee on Small Business Advisory Council, I salute the nomination of Jere Glover as a candidate for Chief Counsel for Advocacy.

Thank you sir, for making this possible. I have learned much from the candidate since he and I participated in the first White House Conference for Small Business.

We couldn't be more pleased with the responsibility offered Jere, an experienced, well-balanced person.

Sincerely,

SHAW MUDGE,
President.

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